



School Uniform Policy

Cleeve Meadow School, an academy as part of
The Kemnal Academies Trust

Version: 1.0
Last reviewed: March 2023
Next review: March 2025

1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010 and meet the requirements of the [Education \(Guidance about Costs of School Uniforms\) Act 2021](#) and any other subsequent legislation
- Clarify our Trust expectations for each of our academies for school uniform only (excluding appearance and jewellery)

2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender (other than where a choice of uniform might lead to safeguarding issues, such as swimming)
- Make sure that our uniform costs are consistent based on pupils' age and/or size within each academy
- Enable pupils and their parents / carers to request changes for religious and cultural reasons
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents contact the headteacher who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform. We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Keeping items of school branded uniform to a minimum whilst maintaining the school's identity
- Ensuring that all non branded required school uniform can be easily purchased from local retailers or online
- Providing a stock of 'second-hand' uniforms
- Keeping uniform consistent across the school and over time to avoid the need to purchase items more frequently
- Not having unnecessary additional uniform
- Moving quickly to non school branded PE and sportswear (considering contractual arrangements)
- Providing school branded uniform items for specific activities such as sporting activities when representing the academy



4. Expectations for school uniform

Blazer	Burgundy school blazer with – supplied by Casey’s uniform suppliers.
Pullover	Long sleeved ‘V’ neck burgundy pullover with school crest or burgundy long sleeve buttoned cardigan (both optional)
Skirt	Grey pleated skirt
Trousers	Plain charcoal or black suit style trousers – jeans or chinos are not acceptable.*** Tailored shorts can be worn with suitable leather shoes (no trainers)
Blouse/Shirt	White tie neck blouse tucked into skirt/ trousers at all times. White shirt with long or short sleeves – top button must be fastened and tucked into trousers at all times.***
Shoes	Plain black leather or imitation leather type shoes are required. Boot style shoes may be no higher than ankle length. No coloured peripherals, if laced, black laces. Canvas or other materials not permitted. We recognise that some students may need adapted footwear.
Socks/Tights	Plain white, Black or Grey socks or tights.
Tie	Burgundy tie with school crest and year colour, tie must be fastened to show the year colour stripes and to the top of a buttoned white shirt
Outdoor Wear	Students should have a warm coat (preferably dark in colour and waterproof). Casual leisure wear is not regarded as suitable for school. Sweatshirts or hoodies of any description (including the PE sweatshirt) do not qualify as outdoor wear and are not acceptable. Light decorative scarves are not permitted.
Jewellery	No jewellery including ear studs and other ear piercings, students are not permitted to wear jewellery in any part of their face. Students may wear a sensible wrist watch but no rings or bracelets.
Hair	Hairstyles must meet with the standards of smartness and restraint expected in a school. We do not permit the following hairstyles: Hair dyed with bright un-natural colours Shapes and wording etched into hair Simple, plain burgundy hairband, grip or “Scrunchy”- no other coloured decorative hair adornments.
Cosmetic	No face make-up, nail varnish, acrylic nails, false eyelashes, heavy fake tan.

**We recognise that there may be sensory or medical reasons for a student not to be able to wear items of the school uniform. These should be discussed with the school in advance with the form tutor.*

PE Kit:

- Burgundy embossed 'Nike' PE t-shirt
- Black embossed 'Nike' shorts
- Black embossed 'Nike' tracksuit
- Plain black football socks/ black socks
- Football boots
- Gym shoes/trainers (own preference as long as they are suitable for purpose)



Post 16 Uniform

Students in the Sixth Form are required to dress smartly to the standard required by a professional place of employment in business dress. Clothing should be neat and simple in style and jewellery should be unobtrusive. All clothing should be of a suitably restrained colour and style, Smart trouser / skirt suits are ideally recommended.



Prohibited Items

The vast majority of our parents fully support our school uniform policy, it is part of the terms and conditions that we enter into when your child joins our school.

We ask that parents are especially vigilant about:

- **Piercings Jewellery Make-up Fake tan False nails Hoodies**

Some students try to push the boundaries in these areas. If you are in any doubt about whether an item or uniform choice is acceptable **PLEASE CONTACT THE SCHOOL** before you make a purchase and ensure you receive a definitive answer from a member of the senior leadership team.

4.2 Where to purchase uniform

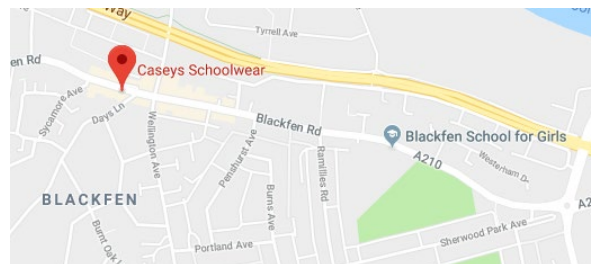
Casey's Schoolwear - Blackfen

ADDRESS: 246 Blackfen Road
Sidcup
DA15 8PW

OPENING TIMES: Mon-Sat 9-5
Sunday 10-4 (July and August Only)

EMAIL: sales@caseysschoolwear.co.uk

TELEPHONE: 02088508645, Mobile 07786996443



If parents cannot provide uniform for their child/ren due to financial constraints, they are encouraged to contact the school via their Pastoral Support Leader. The school will make every effort to support parents and carers to ensure that all children have access to appropriate uniform.

4.3 Unwanted Uniform

The staff at Cleeve Meadow School are extremely grateful to parents/carers who donate good quality second hand uniform to the school. All enquiries should be made by contacting the school reception on 0208 302 6418.

Caseys operate a second-hand selling system for good quality uniform. Items can be taken to Caseys, they will then be valued and as and when sold the money will be passed on to the parent/carer.

****The staff and Governors of Cleeve Meadow School fully supports students who are gender neutral and welcome them to be free to wear any part of the uniform they wish*

5. Expectations for our school community

At Cleeve Meadow School we expect our students to take pride in their appearance; we place great emphasis on how our students present themselves.

The governing body and staff of Cleeve Meadow School fully support a formal uniform policy to:

- Create an environment of equality
- Build a culture of positive self-esteem and confidence
- Encourage a sense of belonging to our school community
- Promote our mission statement of commitment, pride and success
- Prepare students for the world of work
- Provide our wider community with a positive image of our school
- Students are expected to wear the correct school uniform as listed below.

5.1 Pupils

- Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:
 - On the school premises
 - At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)
- Pupils are expected to wear their uniform smartly at all times, for example - keeping shirts tucked in, wearing a tie correctly and rolling skirts up/lowering trousers from the waist.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

5.3 Staff

- Staff will closely monitor pupils to make sure they are in correct uniform.
- Staff will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Behaviour Lead if the situation does not improve and sanctions may apply (see school behaviour policy).
- In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Governance

- The Trust Board and Local Governing Body will review this policy and make sure that it:
- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils
- The Local Governing Body will make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 4 years, as per the Trust procurement and contract procedures

6. Monitoring arrangements

This policy will be reviewed every two years. At every review, it will be adopted by the Governing body.

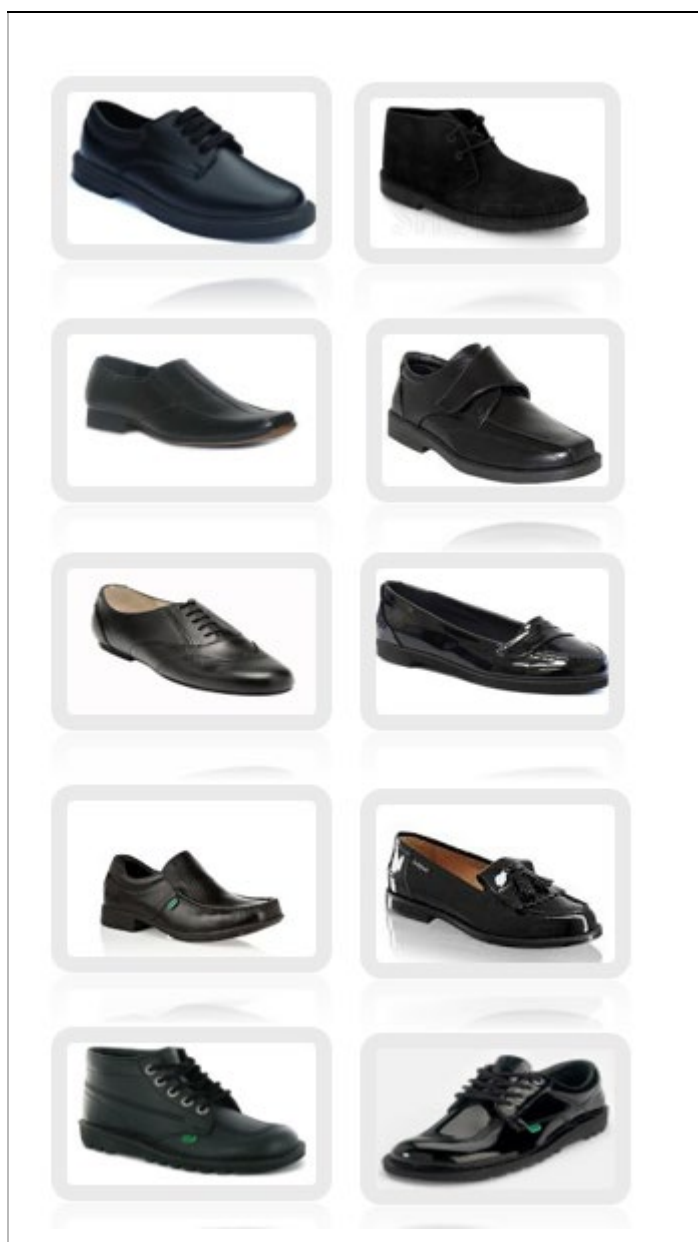
7. Links to other policies

These policies are available on our [website](#)

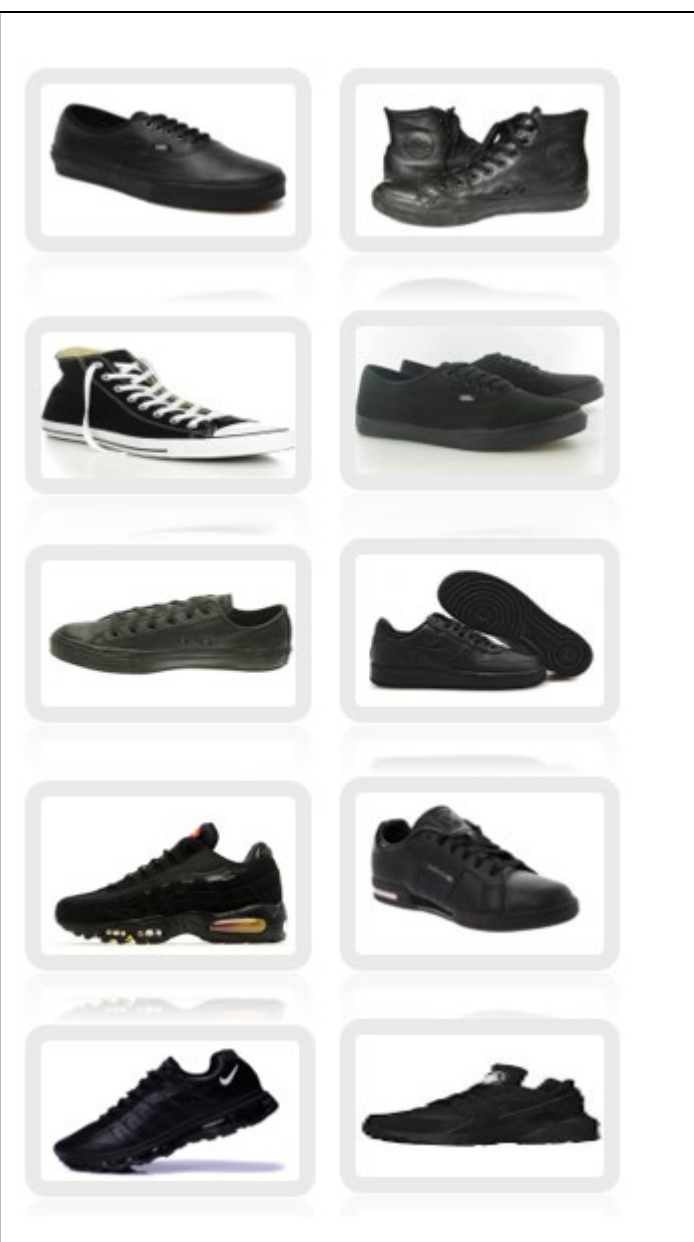
- Behaviour policy
- SEND policy
- Safeguarding policy
- Anti-bullying policy
- Complaints policy
- Equality statement

A guide to acceptable footwear in school

Accepted



Not Accepted



Please note the above is for guidance only, the images are not exhaustive.