

School Uniform Policy

Date approved: July 2026

Review date: July 2027

Version: JFK-T&L – 15.1

School Uniform Policy

Statement of Intent

Oak Learning Trust believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the school has taken to ensure a consistent, fair, and inclusive uniform policy, as well as to implement a uniform that reflects the needs of all pupils and is affordable and the best value for money for the school and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

Legal Framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- DfE School Uniforms Guidance (2023)
- Costs of School Uniforms Act 2021
- DfE 'School Admissions Code'
- DfE 'Developing School Uniform Policy'

The policy operates in conjunction with the following school policies:

- Complaints Policy
- Behaviour Policy

Roles and Responsibilities

The trust board is responsible for:

- Establishing, in consultation with the Head and school community, a practical and smart school uniform that accurately reflects the school's vision and values.
- Ensuring that the school's uniform is accessible and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the uniform policy.
- Ensuring compliance with the DfE's 'Cost of school uniforms' guidance.

The governing body is responsible for:

- Supporting the board in their responsibilities
- Monitoring the impact of this policy
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the trust board.

The Head is responsible for:

- Enforcing the school's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the trust board and governing body.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Supporting pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents/carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Head if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Head has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

Cost Principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents/carers.

The school will assess the overall cost implications of its uniform policy regularly, including prior to making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school will consider the opinions and situations of:

- Economically disadvantaged parents.
- Parents/carers with multiple children who are, or will be in the future, pupils at the school.
- Parents/carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- Cared for Children.

The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms will be published on the school's website.

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents/carers would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents/carers will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to school in clean uniform every day.

The above consideration to cost will also apply to the school's PE kit, as no pupil should feel unable to fully participate in PE or represent their class or the school because the PE kit is too expensive.

Branded uniform items are sold directly from suppliers and Oak Learning Trust does not make any profit on the sale of school uniform.

As of September 2026, the school will limit its branded items of uniform and PE kit to three or fewer.

The school will confirm with parents and pupils which branded uniforms will be compulsory within the above limit and the specification of other optional branded items. All branded items, whether compulsory or optional, will be kept to a minimum and generic alternatives can be purchased from any retailer.

Parents will be informed of any requirements for generic alternatives of non-branded uniform, e.g. colour, shade, fabric or fit so that these items can be purchased appropriately.

We ask that children wear uniform items in school colours, which can be bought anywhere the families choose.

The school is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will not amend uniform requirements regularly and will take the views of parents/carers and pupils into account when considering any changes to school uniforms.

In accordance with the School Admissions Code, the headteacher will ensure that the school's uniform requirements do not discourage parents from applying for a place for their child.

Equality Principles

The school takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that school uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in the policy.

The school will ensure that parents and pupils are consulted over any changes to school uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Are transgender, including non-binary pupils.
- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in the 'School uniform' section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils are supported to access the uniform that best reflects their gender expression.

The school ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community. Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Head of School and governing body, and always in accordance with the school's Complaints Procedures Policy.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the uniform policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

Complaints and Challenges

The school endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

To make a complaint, parents/carers should refer to the Complaints Procedures Policy and follow the stipulations outlined.

When a complaint is received, the school will work with parents/carers to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

School Uniform Supplier

Branded school uniform can be purchased from Little Gems, which is situated on Crowther Industrial Estate.

Non-branded school uniform can be bought from most supermarkets.

Uniform Assistance

The school will support any vulnerable families in meeting the costs of uniforms.

Parents are invited to donate their child's uniform when they no longer need it.

Non-Compliance

Staff members will support pupils who do not adhere to the school policy on uniform and will give items of uniform to the child to wear. Parents will usually be consulted on this, unless it is a regular occurrence, and parents are aware that this is what happens.

School Uniform

Our school colour is royal blue, and this can be worn with either black or grey.

The school uniform is as follows:

Item	Optional or Required	Branding	How to acquire	Cost per item from school supplier
Regular School Uniform				
Blue sweatshirt or blue cardigan.	Required	With or without logo.	Branded sweatshirt and cardigan available from school uniform suppliers. Blue sweatshirt or cardigan can be bought from regular retailers.	Sweatshirt From £9.99 Cardigan From £10.99
White polo shirt.	Required	With or without logo.	Branded polo shirt available from school uniform suppliers. White polo shirt can be bought from regular retailers.	White polo shirt From £6.99
Grey or black trousers. (Tailored shorts can also be worn). Grey or black skirt or pinafore dress. Blue and white gingham dress.	Required	No branding.	Available from regular retailers.	N/A
Sensible, plain black shoes (not trainers)	Required	No branding.	Available from regular retailers.	N/A

PE Kit				
Plain white t-shirt.	Required	No branding.	Available from regular retailers.	N/A.
Plain black shorts.	Required	No branding.	Available from regular retailers.	N/A
Plain black tracksuit bottoms or plain black leggings.	Optional	No branding.	Available from regular retailers.	N/A
Royal blue hoodie or blue sweatshirt	Optional	With or without logo.	Branded hoodie or sweatshirt available from school uniform suppliers. Both can be bought from regular retailers.	Hoodie From £12.99 Sweatshirt From £9.99
Item	Optional / Required	Branding	How to acquire	Cost per item from school supplier
Accessories/Extra (optional – not expected by the school)				
School book bag.	Optional	School logo.	Available from school uniform suppliers.	Book bag £6.99
PE/gym bag.	Optional	School logo.	Available from school uniform suppliers.	PE/gym bag £4.50
Royal blue fleece jacket.	Optional	School logo.	Available from school uniform suppliers.	Fleece jacket From £14.99
Royal blue showerproof jacket	Optional	School logo	Available from school uniform suppliers	Showerproof jacket From £16.99
Royal blue waterproof coat.	Optional	School logo.	Available from school uniform suppliers.	Waterproof coat From £24.99

Pupils who are wearing skirts should also wear grey tights when the weather is cold.

Trainers are not considered suitable footwear. High heels are not permitted.

Skirts must be knee-length. No jeans are permitted.

Parent/ carers are responsible for ensuring their child brings their PE kit to school when needed.

Forest School

When pupils are taking part in forest school sessions, children should dress appropriately for the outdoor environment and to protect themselves. No pupil will be permitted to go to Forest School without appropriate clothing that will protect them from weather conditions as well as reduce the likelihood of cuts and scrapes.

The recommended clothing list for Forest School is as follows:

- Long sleeved top
- Full length trousers
- Warm boots or wellingtons
- Warm socks and a spare pair.
- Gloves and woolly hat – Cold weather
- Sun hat (that fits well to ensure good visibility) – Sunny weather

The following will be provided for our nursery and reception children:

- Waterproof trousers
- Waterproof coat, with a hood.

On Forest School days, pupils must bring a spare pair of shoes and clothing to change into after their forest session.

Jewellery

Permitted jewellery that may be worn is:

- One pair of stud earrings – no other piercings are permitted.
- A smart and sensible wristwatch. Watches that connect to electronic devices are not permitted.

Jewellery is the responsibility of the pupil and not the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and Forest School sessions.

School Bag

If needed, the school bag should be small and plain. Pupils do not need to bring equipment to school as this is provided.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be considered where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face or provide a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE and Forest School sessions.

Make-up

Pupils are not permitted to wear make-up in school. This also includes nail varnish or false nails, such as push on, gel polish and acrylics.

Adverse Weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun. The school does not provide sunscreen to the children.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the school's uniform policy.
- Trousers, or thick tights with skirts.

Labelling

All pupils' clothing and footwear should be clearly labelled with their name. Any lost clothing is be taken to the lost property box, which is in each key stage. These items of clothing are shared at regular times across the school year on the yard for parent/ carers to collect.