



**Oaklands School**

"The best for all, the best from all"

# Policy for School Uniform and Appearance

Date reviewed:	Review Cycle	Policy Review Date:
12 <sup>th</sup> May 2025	Annually	Summer 2026

The policy is reviewed annually to ensure compliance with current regulations

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### **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 all parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

At Oaklands School, all pupils are expected to wear the school uniform. We believe that a school uniform is important because it:

- promotes a sense of belonging to our school
- looks smart and wears well
- encourages a sense of equality and cohesion
- fosters a feeling of pride in our school
- protects pupils from social pressures to dress in a particular way

All pupils are encouraged to maintain a good standard of clean and tidy dress in school.

Items of uniform with the school logo are available to buy from the school. An up-to-date price list is obtainable from the school office or can be found on the school website [www.oaklandsschool.org](http://www.oaklandsschool.org)

### **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: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort

- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Miss Howbrigg (Assistant Headteacher / SENCo) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

### 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 (DfE) on the cost of school uniforms.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

We will therefore make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents and carers
- We will do this by:
- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
  - 4 or fewer, if 1 item is a tie
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items as ties
- Considering cheaper alternatives to compulsory branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days.
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

#### 4. Expectations for the school uniform

Our School Uniform includes

##### Coat

A suitable coat or jacket for wearing at break/lunchtime during cold, wet weather to be removed when in school

The option of either a Black Blazer, or a V Neck Jumper (both options are branded wear)

Black Blazer with school badge



V Neck Jumper\_with school badge



The option of wearing a school tie (please note this is not a compulsory item, and students can choose not to wear it)

Green and gold narrow stripe.



##### Shirt or Blouse

White long or short sleeve with collar  
Top button fastened and shirt tucked in



Trousers, Shorts or a Skirt

Trousers

Black formal style - The trousers must be of standard length, without decorations, shorts must be formal.

***Tight-fitting, cargo, low cut jeans or jean style trousers and sports shorts are unacceptable.***



Shorts must be formal.



Skirt

Black knee-length - worn with black or white knee-high socks or tights  
***(No tight-fitting skirts or skirts with splits).***



Footwear

All black low heeled shoes/pumps, enclosed at the heel and toe.  
**All footwear must be plain black and have no logos.**



Additional items, as required.

Plain black tights  
Black or white socks  
Black plain belt (optional)  
Watch (optional)  
Stud earrings smaller than 5mm  
Simple hair accessories, i.e. hairband, bobbles, clips

**PE KIT**

For health and safety reasons, pupils must be dressed appropriately for physical activity.

To ensure the safety of all students during Physical Education (PE) activities, the wearing of jewellery (including pierced earrings of any kind) and watches is strictly prohibited.

The decision to prohibit all jewellery and watches during PE is based on a clear safety rationale:

- Earrings can cause injury to the wearer, including torn earlobes or puncture wounds if the post is pushed into the skin.
- Jewellery and watches can also pose a risk to other students during contact or group activities.

This policy is in line with guidance from the Association for Physical Education (afPE), which states that taping over earrings is not considered a safe alternative. Taping can create a false sense of security and does not eliminate the risk of injury. There have been reported incidents where earrings taped in place were forcibly removed during activities, causing significant injury to the ear.

**Indoor**

T-shirt (green or burgundy)  
Shorts (black)  
Trainers - specifically for PE lessons



**Outdoor**

Black jogging bottoms/tracksuit trousers  
Sweatshirt



### Swimming

Full bathing costume or swimming trunks

Towel and suitable toiletries, i.e. deodorant



### Schoolbag

Pupils should have an appropriately sized bag for carrying a Home/School diary, books, equipment, and lunch/water bottle. A rucksack style bag is recommended.

Parents/Carers are asked to ensure that all uniform and PE kit items are marked with pupils' names and encourage their children to take responsibility for their belongings.

### **Unacceptable uniform – therefore not permitted**

Unless Headteacher authorises change/exception:

Hoodies/Tracksuit Tops

Skinny or tapered trousers, leggings or jeans

Short skirts above the knee

PE Trainers with bold logos or colours

Coloured belts

Coats/scarves/hats/sunglasses whilst in the school building

Noticeable Make-up/Fake tan

Rings

Bangles, beads, necklaces, chokers and other fashion accessories inc. hair accessories

Hoop or diamante earrings and all other variations.

Stud, hoop or diamante earrings –and all other variations (for PE sessions)

*If earrings are worn (outside of PE sessions) then only stud earrings are acceptable, that are less than 5mm in diameter.*

All facial piercings, including tongue piercings

Naval piercings

Unnatural hair colouring

Tramlines, hair designs or shaven heads

Nail varnish or acrylic/gel nails

No false eyelashes

*Please note that if a child or parent/carer refuses to cooperate in such a way that the uniform expectations of this policy are not adhered to, then the school will implement relevant and proportionate consequences, as explained in the school's Policy for Supporting Pupil Behaviour, that can be found on the school website.*

## **5. Expectations for our school community**

### **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
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

### **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
- Parents/carers are expected to contact their child's form tutor if they want to request an amendment to the uniform policy in relation to:
  - Their child's protected characteristics
  - The cost of the uniform
- Disputes about the cost of the school uniform will be:
  - Resolved locally
  - Dealt with in accordance with our school's complaints policy
- The school will work closely with parents/carers to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the senior leadership team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by behaviour policy that can be found on the school website.

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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

### **5.4 Governors**

The governing board 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/carers, and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

## **6. Monitoring Arrangements**

This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the Governors' Teaching and Learning Committee.