



**Oldbury Park**  
Primary School

# School Uniform Policy

Recommended by:

Principal

Recommendation Date:

June 2022

Ratified by: LAGB

Signed:

*Kirstin Black*

Position on the Board:

Summer Term

Ratification Date

2025

Next Review:

Summer Term  
2026

Policy Tier

School (OP)

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### 1. Aims

This policy aims to:

- Clarify our expectations for school uniform.
- Outline how our uniform supports the health, safety and welfare of our pupils.
- Support parents in providing appropriate uniform at reasonable cost/best value.
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010

### 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

Make sure that our uniform costs the same for all pupils

Allow pupils to have long hair (this needs to be tied back for health and safety reasons)

Allow all pupils to style their hair in the way that is appropriate for school (please refer to section 4)

Allow pupils to request changes to swimwear for religious reasons

Allow pupils to wear headscarves

Allow for adaptations to our policy on the grounds of equality by asking parents to get in touch with the Principal, 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 understand that items with distinctive characteristics (such as branded items, or items that have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

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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:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller.
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

## 4. Expectations for school uniform

### 4.1 Our school's uniform

Our school uniform is intended to give our children a sense of pride and belonging whilst working and playing comfortably and safely. Our uniform promotes being part of school community. There are numerous ways in which our school celebrates individuality and self-expression, but our uniform is not one of these ways.

- **The school uniform should include:** A wide-range of FREE second-hand school uniform is available all year round from the school's Free Uniform Hub.

Daily uniform requirements	
Reception to Year 4	Years 5 and 6
Burgundy jumper or cardigan	Burgundy jumper or cardigan
White polo-shirt	White shirt
Black or grey trousers or skirt or pinafore	School tie
Red or pink summer dress	Black or grey trousers or skirt or pinafore
Black or grey shorts	Red or pink summer dress
Plain white or black tights or socks	Black or grey shorts
Black shoes (not trainers)	Plain white or black tights or socks
	Black shoes (not trainers)



**P.E kit (all year groups)**

Black or grey shorts or black or grey jogging bottoms

White t-shirt

Black pumps or black trainers

School jumper or black tracksuit top (no hoods)

No PE uniform should include logos.

**Jewellery**

In the interests of health and safety we ask that no jewellery is worn at school (small, studded earrings are permitted).

**Make-up**

We ask that no make-up is worn. This includes false eyelashes, nail extensions and nail varnish. Lip balm is permitted, however this cannot be tinted.

**Hairstyles**

We ask parents to avoid extreme hairstyles, including tramlines. Hair should not be dyed. Due to health and safety reasons we ask that all long hair is tied up. Although hair accessories are permitted we ask they are subtle and appropriate for a school environment.

**Non-school uniform days**

Non-school uniform days are an opportunity for children to dress in their own clothes, however we ask that the clothes they wear are safe and comfortable. No high heeled shoes, or cropped tops to be worn please. Any clothes with logos or designs on need to be appropriate for a primary school setting.

**4.2 Where to purchase it**

- A range of branded uniform may continue to be purchased from Kitz UK here <https://oldburyparkschool.secure-decoration.com/>
- Non-branded uniform may be purchased from any online or high-street retailer, so long as the colour scheme of the school's uniform, viewable on the above site, is matched.
- A wide-range of FREE second-hand school uniform is available all year round from the school's Free Uniform Hub.



## **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 are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

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 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 not following the uniform policy support. 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.

Ongoing issues will be dealt with by the phase leader in the first instance.

### **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 and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also 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 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed annually by the Principal.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy