Oxbridge Lane Primary Uniform Policy



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Contents

1. Aims 2
2. Our school's legal duties under the Equality Act 2010 2
3. Limiting the cost of school uniform 2
4. Expectations for school uniform 3
5. Expectations for our school community 4

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
- Clarify our expectations for school uniform

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, 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 or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to 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 related to their sex, gender or gender reassignment
- 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 to get in touch with the school office, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

2.1 Pupils with SEND and uniform adaptations

- Oxbridge Lane Primary School recognises that some pupils with Special Educational Needs and Disabilities (SEND) may require reasonable adaptations to the school uniform to support their individual needs.
- Where a need has been identified, adaptations to the school uniform may be agreed following a pre-arranged discussion and a risk assessment depending on the activity/situation, between parents/carers and the school. These adaptations will be considered on an individual basis and may be recorded as part of a pupil's SEND support plan or individual healthcare plan where appropriate.
- Examples of agreed adaptations may include (but are not limited to):
  - Drawstring grey or black trousers to support independence with toileting
  - Alternative fastenings or fabrics to support sensory needs
  - Adjustments to footwear or PE kit for physical needs
- All agreed adaptations must be appropriate, practical and safe, and should maintain the overall appearance of the school uniform as far as possible.

3. Limiting the cost of school uniform

Oxbridge Lane Primary 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 to 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.
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 and/or long-lasting items
- Considering cheaper alternatives to school-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 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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



4.2 Where to purchase it

- The uniform can be bought from various retailers, such as Tots to Teams Ltd. http://totstoteams.com Motif8 http://motif8.co.uk and MyClothing https://myclothing.com/ , Asda, Tesco and Sainsbury's.
- Pre-loved uniforms are available from school, please get in contact with the school office if this is something you require.

4.3 Jewellery

- For reasons of health, safety and consistency, jewellery should **not be worn in school**.
- The following items are **not permitted**:
  - Rings
  - Necklaces
  - Bracelets or bangles
  - Hooped or dangling earrings
  - Smart watches or fitness trackers

Small studded earrings can be worn, however they should be removed, by the child, for P.E. lessons or any other physical activities.

- If a pupil attends school wearing jewellery, parents/carers will be contacted and asked to **come into school to remove the item**. Jewellery should not be brought into school, and the school cannot accept responsibility for items that are lost or damaged.
- Any exceptions (for example, for religious or medical reasons) must be agreed in advance with the school office.

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 contact the school office if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

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.

Parents and carers are expected to ensure that their child does not wear jewellery to school, unless an agreed exception has been made

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 headteacher if the situation doesn't improve. The headteacher will then speak with parents and carers and provide them with a copy of the uniform policy. If a child is seen to continue to not attend school in the correct uniform the following will be adhered to:

- They will be asked to remove any item of clothing which is not school uniform
- They will be provided with school uniform and asked to return it at the end of the school day
- School will work with families to support the correct uniform being worn.

If there continues to be a breach of this policy, then the schools normal behaviour policy and procedures will be followed.
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 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.