



UNIFORM POLICY

Recommended by: Principal

Recommendation Date: 28 June 2026

Ratified by: Local Academy Governing Board (LAGB)

Ratification Date: June 2026

Next Review: Summer 2028

Policy Tier: School

Aims This policy aims to:

- Set out the school's approach to maintaining a smart, practical and affordable uniform.
- Ensure that school uniform provides the best value for money for parents and carers.
- Clarify expectations regarding school uniform and appearance.
- Promote a sense of belonging and pride within the school community.
- Ensure that our approach is inclusive and compliant with equality legislation.
- Support pupils to be ready for learning and participate fully in school life.

This policy is informed by:

- Human Rights Act 1998
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011
- UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021
- DfE Statutory Guidance: *Cost of School Uniforms*
- DfE Guidance: *School Uniforms: Guidance for Schools*
- Equality and Human Rights Commission guidance relating to equality and discrimination in schools.

2. Equality and Inclusion

The Equality Act 2010 prohibits discrimination based on protected characteristics, including race, religion or belief, sex, disability and gender reassignment. To ensure that our uniform policy is inclusive, the school will:

- Avoid specifying uniform items by gender.
- Ensure that uniform requirements do not disadvantage any group of pupils.
- Respect religious and cultural requirements relating to dress.
- Allow religious head coverings and other items worn for faith or cultural reasons.
- Consider reasonable adjustments for pupils with disabilities or medical needs.
- Ensure that expectations relating to hair and appearance do not discriminate against any pupil.
- Recognise and respect hair textures, hair types, protective hairstyles and styles associated with a pupil's race, ethnicity, culture or religion.
- Consider requests for adaptations to this policy on an individual basis.

Parents and carers wishing to discuss adaptations to the uniform policy should contact the Principal.

3. Limiting the Cost of School Uniform

The school recognises that the cost of school uniform should not be a barrier to attendance or participation. We will ensure that our uniform:

- Is available at a reasonable cost.
- Provides the best value for money for families.
- Limits the use of branded items.
- Can largely be purchased from a range of retailers.
- Supports access to pre-loved uniform.

We will do this by:

- Providing the option of choosing non-logo items.
- Carefully considering whether branded items are necessary.
- Keeping branded items to a minimum.
- Ensuring information about accessing pre-loved uniform is readily available to families.
- Avoiding frequent changes to uniform requirements.
- Consulting with parents and carers where significant changes are proposed.
- Regularly reviewing supplier arrangements to ensure value for money.
- Ensuring the school remains compliant with government guidance regarding branded uniform items.

The school does not require any branded uniform items. Logo sweatshirts, cardigans, book bags and other branded products are available as optional items for families who wish to purchase them. Families experiencing financial hardship are encouraged to contact the school confidentially to discuss any support that may be available.

4. Expectations for School Uniform We expect all pupils to wear school uniform:

- While attending school.
- When representing the school at events, visits or competitions where requested.
- When travelling to and from school.

Pupils should wear their uniform with pride and act as positive representatives of the school within the wider community. For health and safety reasons:

- False nails are not permitted.
- Large hair accessories are not permitted.
- Long hair should be tied back where necessary for health, safety or learning activities.
- Footwear should be safe and appropriate for school activities.

On non-uniform days, pupils should wear suitable clothing that is appropriate for the weather, comfort and planned activities. Sliders, high heels and other unsuitable footwear are not permitted.

4.1 Our School Uniform Our school colours are purple and grey.

Everyday Uniform

- Purple sweatshirt or cardigan (with or without the school logo)
- White blouse, shirt or polo shirt
- Purple polo shirt
- Grey skirt
- Grey pinafore dress
- Grey tailored trousers
- Grey tailored shorts
- Black shoes
- White or grey socks or tights
- Purple and white checked summer dress

PE Kit

- White T-shirt
- Purple shorts
- Trainers or pumps suitable for physical activity
- Plain black tracksuit bottoms or leggings for colder weather

PE Days On designated PE days, pupils may attend school wearing their PE kit. Pupils should wear their usual school sweatshirt or cardigan over their PE kit when attending school. No additional branded PE clothing is required.

Extreme Weather

The school may make temporary adjustments to uniform expectations during periods of exceptionally hot or cold weather. Where this occurs, parents and carers will be informed directly. During periods of exceptionally hot weather, pupils may be permitted to:

- Attend school in their PE kit.
- Wear plain black, grey or purple shorts.
- Wear a white or purple polo shirt.

- Follow any alternative arrangements communicated by the school.

Any temporary adjustments will be practical, inclusive, safe and mindful of affordability.

Hair, Jewellery and Accessories

- Hair should be neat, safe and appropriate for school activities.
- The school will not discriminate against pupils because of hair texture, type, protective hairstyles or styles associated with race, ethnicity, culture, religion or belief.
- Hair accessories should be small, practical and suitable for school.
- Jewellery should not be worn unless it is a small pair of stud earrings, a simple analogue watch or an item worn for recognised religious observance or cultural tradition.
- Hoop earrings and other facial or body piercings are not permitted.
- Smart watches and devices with communication, camera or internet-enabled functions are not permitted.
- The school cannot accept responsibility for the loss or damage of jewellery or watches brought into school.

Pre-loved Uniform

Pre-loved uniform is available to families throughout the year. Parents and carers wishing to access pre-loved uniform should contact the school office for further information. The school actively encourages the reuse of uniform as part of its commitment to affordability and sustainability. Labelling All uniform and PE kit should be clearly named.

4.2 Purchasing Uniform

Most uniform items can be purchased from a range of high street and online retailers.

Optional branded items, book bags and school caps are available from the school's approved supplier:

Orchard Clothing Unit 30 Dunlop Road Bromsgrove B60 3DR Telephone: 01527 545555

5. Expectations of Our School Community

5.1 Pupils Pupils are expected to:

- Wear the correct uniform.
- Take pride in their appearance.
- Follow reasonable requests relating to uniform and appearance.
- Respect the school's expectations when representing the school in the wider community.

Pupils and parents/carers are encouraged to discuss any concerns regarding uniform requirements with the Principal.

5.2 Parents and Carers Parents and carers are expected to ensure that their child has the appropriate uniform and PE kit and that all items are:

- Clean.
- Clearly labelled.
- In good condition.

Parents and carers should contact the school if they wish to discuss:

- Adjustments relating to a protected characteristic.
- Disability or medical needs.
- Affordability concerns.
- Any aspect of the uniform policy.

Any complaints regarding school uniform will be addressed through the Trust's Complaints Policy.

The school will work closely with families to reach a reasonable and mutually acceptable outcome wherever possible.

5.3 Staff

Staff will:

- Promote the uniform policy consistently and fairly.
- Support pupils and families to comply with expectations.
- Take a sensitive and understanding approach where financial hardship may be affecting compliance.
- Raise ongoing concerns with senior leaders where appropriate.

Issues relating to school uniform will be managed proportionately and in line with the school's Behaviour Policy. No pupil will be disadvantaged, prevented from learning or treated unfairly where difficulties in meeting uniform expectations arise as a result of genuine financial hardship. The school will work with families to identify appropriate support where required.

5.4 Governors The Local Academy Governing Board will:

- Review this policy regularly.
- Ensure it remains appropriate for the school's context.
- Monitor compliance with legislation and guidance.
- Consider the views of pupils, parents, carers and staff.

- Ensure that uniform arrangements remain practical, inclusive and affordable.

6. Monitoring Arrangements

This policy will be reviewed annually by the Principal and approved by the Local Academy Governing Board.

The policy may also be reviewed at any time in response to changes in legislation, statutory guidance or school practice.

7. Links to Other Policies This policy should be read alongside:

- Behaviour Policy
- Anti-Bullying Policy
- Equality, Diversity and Inclusion Policy
- Complaints Policy
- Health and Safety Policy

Oak Hill First School believes that a simple, affordable and inclusive uniform supports a strong sense of belonging, promotes equality and allows pupils to focus on learning and achieving their best.