

Oakthorpe Primary School

Uniform Policy
Spring 2026



Reviewed by: J Wheeler

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Approved by: FGB

Statement of intent

Oakthorpe Primary School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, “uniform” includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both 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 a way that sets an appropriate tone for education.

In writing and updating this policy, the school will:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the Headteacher 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, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider school community regarding changes to the school's uniform.
- Ensuring that the school's uniform is appropriate, practical, accessible and affordable for all pupils
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010.

The Headteacher is responsible for:

- Enforcing the school's uniform rules 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 governing board.
- Providing pupils with an exemption or amendment letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining 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 are responsible for:

- Working alongside and in partnership with the school to ensure their children's uniform adheres to this policy
- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Headteacher if their child requires an amendment or an exemption to the uniform rules , with a reason why e.g. due to their child's protected characteristic, due to the cost of the uniform.
- Ensuring that their child's uniform is clean, presentable and the correct size.
- Ensuring that their child's name is clearly labeled inside the uniform

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption or an amendment.
- 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 develops its uniform policy in relation to the following starting principles:
- The school will seek to ensure that the uniform is affordable. In doing so, the school will consider the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- The use of branded uniform items will be minimised in accordance with the branded items section of this policy.
- The school will seek to ensure that uniform supplier arrangements give the highest priority to cost and value for money, including the quality and durability of the garment.
- The school will seek to ensure that second-hand uniforms are available for parents to acquire. Information on second hand uniforms and when they will be available to be purchased will be published on the school's website.

Principles in practice

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.

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 take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the school.
- Parents 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.
- Children in care / post in care

The school will evaluate the cost of its uniform based on the overall collection of uniform items that parents 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 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 or where spare items are likely or be needed.

The school will keep variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum to ensure that pupils can get the most wear out of their uniform and that parents can pass some items down to younger siblings. At Oakthorpe, we ensure children do not change house teams and that siblings are in the same houses to allow for uniform to be handed down.

The school will meet the DfE's requirements and recommendations on costs and value for money. Care will be taken to ensure that school uniform is affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The school will work with multiple suppliers to obtain the best value for money possible. Any savings negotiated will be passed to parents where possible. The school will not enter into exclusive single-supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'School uniform supplier' section of this policy.

The school will not make frequent changes to uniform requirements and will take the views of parents and pupils into account when considering any changes.

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 items

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

Equality principles

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

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

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

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Headteacher and governing board, and always in accordance with the school's Complaints Procedures Policy.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

Information on how the school ensures its uniform policy does not discriminate against pupils with specific protected characteristics is outlined below.

Gender

To avoid disproportionately impacting pupils of a certain gender, the school will ensure that the cost of uniform is as equal in price as possible across items for all genders.

This includes:

- Adhering to the procedures laid out in the 'Cost principles' section of this policy.
- Not directly requiring pupils of a certain gender to buy additional uniform, e.g. by requiring female pupils to buy both trousers and skirts.
- Not indirectly requiring pupils of a certain gender to buy additional uniform, e.g. by offering football in PE to only male pupils and requiring them to buy football boots to participate.
- Not holding pupils of different genders to different uniform standards, e.g. by banning certain hairstyles for only one gender.

The school will implement a gender-neutral uniform, meaning that pupils will not be 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.

Religion and belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

The school will follow the good practice guidance provided by the Equality and Human Rights Commission on '[Preventing hair discrimination in schools](#)'.

SEND and medical conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- What flexibilities, adaptations, adjustments or alternatives might mitigate any negative impact on these pupils.
- Adopting a more comfortable or less restrictive uniform.
- Determining a more flexible policy that allows pupils to choose from a range of items so they feel more comfortable.

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.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

Complaints and challenges

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

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

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

Where the subject of a complaint relates to a pupil's protected characteristic, the governing board will carefully consider requests to vary this policy.

The school will agree a procedure with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school will expect this to be carried out in accordance with the school's published Behaviour Policy. The school will aim to deal with pupil non-compliance in a proportionate and fair way.

School Supplier

Find your school's uniform at our **Enfield Branch**

**223 Baker Street,
Enfield, EN1 3LA**

**Call us:
0203 818 3622**

**Email us:
store@smithsschoolwear.co.uk**

 SEARCH SOCIALS FOR
'Smiths Schoolwear'

WWW.SMITHSSCHOOLWEAR.CO.UK



SMITHS SCHOOLWEAR

Uniform assistance

We are committed to ensuring that every student feels a sense of belonging, regardless of financial circumstances. To support this, the school provides uniform assistance to families whose children are currently entitled to Free School Meals (FSM). Depending on available resources and specific needs, this support may include the provision of high-quality second-hand uniform items or a percentage discount off the full RRP of new garments. We encourage eligible families to contact the school office in confidence to discuss how we can best assist in ensuring your child is fully equipped for the term.

Non-compliance

Before taking disciplinary action, the school will consider any reasons for non-compliance that may be outside of the pupil's control.

A considerate approach will be used to resolve any situations where it is suspected that financial hardship may be the reason a pupil has not complied with this policy.

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy. In cases where it is suspected that financial hardship has resulted in a pupil not complying with a school's published uniform policy, the school will be mindful and considerate to this situation.

The Headteacher, or a person authorised by the Headteacher, will be permitted to ask a pupil to briefly go home with their parent to remedy breaches to the school's uniform.

Where a pupil has been sent home to rectify uniform breaches, the absence will be recorded as 'authorised'. If a pupil repeatedly breaches uniform rules, or takes longer than necessary to rectify the breach, the absence will be recorded as 'unauthorised'.

Our school uniform

Item	Optional or required	Branding	How to acquire	Cost per item from school supplier
Regular school uniform				
Oakthorpe branded V Neck Jumper (dark green) Or Oakthorpe branded cardigan (dark green)	Required	School logo	https://www.smithsschoolwear.co.uk/product/oakthorpe-v-neck-jumper/ https://www.smithsschoolwear.co.uk/product/oakthorpe-cardigan/	£18.95 £19.95
Gold Oakthorpe Branded Polo	Required	School logo	https://www.smithsschoolwear.co.uk/product/oakthorpe-polo-shirt/	From £9.95
Black or grey trousers Or Black or grey skirt Or Black or grey pinafore	Required	Non branded	Local supermarket Smiths school wear	Dependent on supplier
Black shoes - plain without white edging	Required	Non branded	Local supermarket / shoe shop	Dependent on supplier
Black, white or grey socks or tights	Required	Non branded	Local supermarket	Dependent on supplier

Dark green bookbag Or Backpack	Required	Branding optional	Local supermarket https://www.smithsschoolwear.co.uk/product/oakthorpe-bookbag/ https://www.smithsschoolwear.co.uk/product/oakthorpe-infant-backpack/	£10.95 £14.95
RECEPTION ONLY Oakthorpe Reception Sweatshirt	Optional if not wearing V neck or cardigan	School logo	https://www.smithsschoolwear.co.uk/product/oakthorpe-reception-sweatshirt/	£14.95
RECEPTION ONLY Oakthorpe Reception Jogging bottoms	Optional if not wearing black/grey trousers or skirt/pinafore	School logo	https://www.smithsschoolwear.co.uk/product/oakthorpe-reception-joggers/	£14.95
PE kit				
PE T-shirt in house colour Nightingale - blue Lister - yellow Pasteur - red Curie - green	Required	Logo optional	Local supermarket https://www.smithsschoolwear.co.uk/product/oakthorpe-pe-t-shirt/	Dependant on supplier
Black PE tracksuit / shorts	Required	Logo optional	Local supermarket https://www.smithsschoolwear.co.uk/product/oakthorpe-pe-tracksuit/	Dependant on supplier
Trainers (any style)	Required	No logo	Any local supermarket / shoe shop	Dependant on supplier

Parents may choose the following optional extra items from the above supplier:

- Oakthorpe green fleece
- Oakthorpe cap
- Oakthorpe winter hat
- Oakthorpe PE bag
- Oakthorpe tie (to be worn with a white shirt)
- Summer dress (Green gingham)

During the colder winter months, children should come to school wearing a suitable coat, gloves and scarf.

Parents should ensure that all items of uniform have their child's name clearly labeled inside.

Jewellery

Jewellery is not permitted at Oakthorpe.

Small studded earrings are permitted for health and safety reasons. Children should not be sent to school with hooped or dangling earrings. Where a child comes to school with hooped or dangling earrings, staff will ask children to remove them. The school will not take responsibility for earrings that are lost. Where children persistently come to school with incorrect earrings, they may be asked to go home with a parent to take them out.