



Uniform Policy

Oakwood Primary Academy



Approved by:

Hannah Morgan
(Headteacher)

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Next review due by:

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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.....	3
4. Expectations for school uniform	5
4.1 Our school's uniform	5
4.2 Where to purchase or acquire it.....	6
Expectations for our school community	7
5.1 Pupils	7
5.2 Parents and carers	7
5.3 Staff	7
Uniform reminder letter.....	9
5.4 Governors	10
6. Monitoring arrangements.....	10
7. Linked Policies	10

1. Aims

This policy aims to:

1. 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
2. Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
3. 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, 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 a member of the senior leadership team, via the school office (opaoffice@oakwoodpa.org.uk), 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 recognise that at least 40% of our children qualify for the Pupil Premium Grant, significantly more than National average, and therefore our approaches to teaching and learning, alongside our systems that promote equality and equity are designed to deliver the best outcomes for all our pupils – what we do for one group, is good for all. In a community where socio-economic disadvantage is not uncommon, it is important for us to ensure that uniform durability and cost are not a factor which inhibits a child's school attendance or success.

We know that our children and parents value uniform that is: comfortable, affordable and durable and consistent across the school, achieving our sense of belonging.

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 3 or fewer.
- Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items to a school branded jumper/cardigan which features the school logo.
- Limiting compulsory branded items to low-cost and/or long-lasting items.
- 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. See more information in section 4.1
- 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, such as a branded dress in summer and a branded skirt in winter
- 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. Parents can enquire about item availability via the school office.
- 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 school uniform

4.1 Our school's uniform

At Oakwood Primary Academy, we expect all our pupils to wear the correct uniform. It brings a sense of pride and purpose, helping us to work towards our shared values and collective identity.

School Uniform Items include:

- ❖ School jumper or cardigan, branded with the Oakwood logo
- ❖ Plain white polo shirt or plain white cotton blouse/shirt
- ❖ Black or grey knee-length shorts, long trousers, skirt or pinafore dress
- ❖ Summer cotton dress in yellow and white stripe or check
- ❖ White, grey or black socks or tights
- ❖ Enclosed black shoes (please avoid lace-up shoes until your child has learned how to tie laces, no sandals, Crocs or leisure shoes).



PE Kit

- ❖ Yellow polo shirt or t-shirt, with or without the Oakwood logo
- ❖ Plain black jogging bottoms, leggings or shorts (appropriate length)
- ❖ Black plimsolls or black or white trainers.



To ensure that uniform and PE kit remains affordable and accessible for all our pupils and families, please note that we advise against branded and designer sportswear and promote plain, unbranded, practical and affordable PE attire for all our pupils. Our aim is for plain, unbranded PE items to fulfil requirements of sports kit and support pupils' modesty requirements also.

Outdoor clothing items

We promote OPAL (Outdoor Play and Learning). As such, it's our ambition that children can play outside for their breaks and lunch times, regardless of poor weather conditions. We promote the saying, "There's no such thing as 'bad' weather, just 'bad' clothing." To this effect, we encourage all children to bring in:

- ❖ A waterproof rain jacket/ coat (as a minimum)
- ❖ Spare shoes/ trainers or wellington boots (preferable) (optional)
- ❖ Plastic carrier bag for wet or muddy items
- ❖ Waterproof bodysuit/ waterproof trousers (optional)

Jewellery

Only small stud earrings and jewellery of cultural / religious significance may be worn. Earrings must be removed or covered for PE. Nail varnish and temporary tattoos are NOT allowed. Long hair must be tied back to allow full vision and hair styles should be natural colour and must be smart in appearance.

Naming uniform and belongings

All school uniform, PE kit and personal belongings, such as lunch-boxes, water bottles, coats and book-bags, should be clearly named.

We provide each reception child with a starting bookbag for their time at Oakwood. during their time a replacement is required, these are optional and can be ordered from <https://www.superstitch86.co.uk/> alongside all other branded uniform items.



Standard school uniform items can be purchased from local Supermarkets or high-street retailers.

Expectations for PE kit and swimming kit

We are proud to offer swimming sessions at a local pool to supplement our PE curriculum. For swimming sessions, children require either a swimming costume or swimming trunks. We encourage closely fitting items, rather than 'baggy' shorts/ trunks/ swim-skirts, to aid buoyancy. Children are also required to provide their own swimming hat and goggles (to suit personal preference) and their own towel. No branded swimming items are required.

4.2 Where to purchase or acquire it

Our branded school uniforms are available from Super Stitch 86 (an online store):
<https://www.superstitch86.co.uk/>

All other standard/ unbranded school uniform items can be purchased from local Supermarkets or high-street retailers.

If you need support with sourcing or purchasing school uniform, would like to enquire about acquiring pre-loved uniform items or other support available to help with the cost of uniform items, please contact the school office, in the strictest of confidence:

OPAOOffice@oakwoodpa.org.uk

Please note that at termly parents' evening events, we aim to hold second-hand uniform sales or swap shops to allow uniform items to be 'freely available' for parents/ carers to purchase. We will publish more information about these opportunities on the school website and in the weekly bulletin.

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)
- Pupils are also expected to contact a member of the senior leadership team, via the school office (opaoffice@oakwoodpa.org.uk) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 also expected to contact a member of the senior leadership team, via the school office (opaoffice@oakwoodpa.org.uk) 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/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

Disputes about the cost of the school uniform may be either resolved locally or 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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by sending home a **uniform reminder letter** (see following page) and communicating openly with parents/ carers regarding your child's uniform.

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.

Uniform reminder letter



Oakwood Primary Academy
Magnolia Walk
Eastbourne
BN22 0SS
T: 01323 501251

QPAOffice@AuroraAcademies.org

'Being Better Every Day'

School Uniform Reminder

Date: _____

Dear parent / carer of _____

Today, we noticed that your child has come into school wearing incorrect uniform/ PE kit.
Please see below the items that we would like to see rectified, as soon as possible.

School Uniform	PE Kit
Oakwood school jumper/ cardigan	Yellow PE T-shirt
Black trousers/ skirt/ shorts	Plain Black sweatshirt
Black school shoes/ socks	Plain Black jogging bottoms/leggings/ shorts
White collared school shirt	Trainers/ plimsolls

Oakwood is very proud of how smart our children are and know that uniform is an important part of creating our sense of belonging and community - it is vital that all our pupils and parents support us in maintaining this high standard. Please let us know if there is a reason why they are temporarily wearing incorrect uniform.

More information about our uniform expectations can be found on the school website within our uniform policy.

Uniform can be purchased at any supermarket or online from our uniform supplier - www.superstitch86.co.uk

If you anticipate any financial difficulties to resolve this matter, please do speak to a member of the office team in the strictest of confidence. Do also note that at termly parents' evening events, our PTFA run a 'Uniform Swap Shop'. This is an opportunity for parents to exchange pre-loved uniform, for new sizes, and to purchase uniform items at a nominal price.

We hope to see your child wearing the correct uniform, as soon as you are able to rectify this.
Thank you for your co-operation in this matter.

Yours sincerely,

Headteacher: Mrs Hannah Morgan
www.oakwoodprimaryacademy.org

KNOWLEDGE | EQUALITY | DETERMINATION | ACHIEVEMENT



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

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 biennially by the headteacher. At every review, it will be approved by the Local Academy Board.

7. Linked Policies

- [Complaints Policy](#)
- [Behaviour Policy](#)