Oakley School

Skills for Life and Independence

Uniform Policy

Date reviewed: September 2025

Date agreed and ratified by Leadership Team:

Date of next review: September 2027

Appendices: 1

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 families.
- 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 families 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

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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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, such as ties
- 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- 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 the policy

Expectations for school uniform

4.1 Our school uniform

Uniform is worn by pupils from Years R-11 (all classes except Phase 4 pupils on our Tonbridge site) and provides our pupils with a sense of belonging and pride in being part of Oakley School.

Our uniform comprises of:-

- a school logo sweatshirt
- white school logo polo shirt
- black / grey trousers or skirt
- dark blue gingham summer dresses
- black shoes or black trainers

P.E. kit:

- navy shorts
- school P.E. T-shirt
- trainers or plimsolls

Only the sweatshirt, polo shirt and white P.E. T-shirts have the school logo and so have to be purchased from the School.

Please make sure that all items are clearly marked with your child's name.

Backpacks with the school logo are also available to purchase.

Phase 4 Tonbridge Site

Post-16

Pupils in Phase 4 are not required to wear a school uniform. However, the clothing worn by pupils must be appropriate, safe and practical for school use.

Jewellery

A minimal amount of jewellery is permitted. Pupils who have pierced ears may wear small studs but not hoops. All jewellery must be removed for PE.

4.2 Where to purchase it

To order uniform please visit the school shop via your Arbor App or contact the school office.

A selection of Second Hand uniform is available from the Friends of Oakley (PTA) for a donation.

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)
- Pupils are also expected to contact the school office 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 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/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will support pupils in ensuring they are dressed in the correct uniform, approaching any concerns with understanding and discretion. Should there be instances where the uniform policy is not met, pupils and their families will be given the opportunity and time to make the necessary adjustments. Where difficulties persist, staff will consult with the headteacher in a considerate manner.

Continued issues regarding our uniform policy will be managed in line with our school's behaviour policy, with empathy and care at the forefront.

If staff believe that financial hardship may be the reason a pupil is unable to comply with the uniform policy, they will respond sensitively, offering support and guidance to help resolve the matter. Assistance may include signposting families to sources of help, discussing options for uniform provision, or exploring other ways the school can offer practical support.

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 every two years by the School Business Leader. At every review, it will be approved by the Leadership Team.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

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Appendix 1

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UNIFORM ORDER FORM

Child's Name: .....

Class: .....**(if known)** **Date:** .....

Sweatshirt	**Cost each**	**How many**	**Total Cost**
Age 3/4	£10.00		£
Age 5/6	£10.00		£
Age 7/8	£10.00		£
Age 9/10	£10.00		£
Age 11/12	£12.00		£
X Small (13)	£12.00		£
Small Adults	£12.00		£
Medium Adults	£12.00		£
Large Adults	£12.00		£
X-Large Adults	£13.00		£
XX-Large Adults	£13.00		£
Polo Shirt	**Cost each**	**How many**	**Total Cost**
Age 3/4	£9.00		£
Age 5/6	£9.00		£
Age 7/8	£9.00		£
Age 9/10	£9.00		£
Age 11/12	£9.00		£
X Small (13)	£9.00		£
Small Adults	£9.00		£
Medium Adults	£9.00		£
Large Adults	£9.00		£
X-Large Adults	£9.00		£
XX-Large Adults	£9.00		£
School Back Pack	**Cost each**	**How Many**	**Total Cost**
Backpack	£15.00		£

PE T-Shirt	**Cost each**	**How many**	**Total Cost**
Age 3/4	£7.00		£
Age 5/6	£7.00		£
Age 7/8	£7.00		£
Age 9/10	£7.00		£
Age 11/12	£7.00		£
X Small (13)	£7.00		£
Small Adults	£7.00		£
Medium Adults	£7.00		£
Large Adults	£7.00		£
X-Large Adults	£7.00		£
XX-Large Adults	£7.00		£
Cardigan	**Cost Each**	**How many**	**Total cost**
Age 5/6	£12.00		£
Age 7/8	£12.00		£
Age 9/10	£12.00		£
Age 11/12	£12.00		£
XS/S	£16.00		£