



TRUST UNIFORM POLICY – OVERTHORPE C OF E ACADEMY

Approved by: Headteacher **Date:** May 2026

Last reviewed: May 2026

Next review due by: May 2028

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1. SCOPE

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 all 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 SCHOOLS LEGAL RESPONSIBILITIES UNDER THE EQUALITY ACT

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 with the Head Teacher, 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 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:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible. For example, by not insisting that the school jumper features the school logo.
- 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.
- 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

4.1 Our school's uniform

Item of uniform
Yellow Polo Shirt (with or without school logo)
Navy Blue Sweatshirt (with or without school logo)
Grey / black trousers /skirt / tailored shorts
Summer check or striped dress in school colours of blue or yellow
Plain black, sensible shoes or trainers, with no other colours for school. Flipflops, Crocs and heeled shoes are not appropriate .
PE wear
Plain white t-shirt
Plain navy / black shorts (or joggers in colder weather)
School jumper (in colder weather)
Suitable, safe footwear such as trainers for outdoor PE

4.2 Where to purchase or acquire it

Our uniform can be obtained from 'Rawcliffes' in Dewsbury - www.smartschoolwearcentre.co.uk. It is also acceptable to buy uniform in the correct school colours from any supermarket chain.

If you require support with providing uniform, or wish to recycle uniform, we run a Uniform Exchange where you can apply for items of "preloved" uniform at no cost. This scheme is open to all, it is not means tested and we would be happy to provide you with further information. You can ask for items of clothing, pumps, PE kits, school shoes and coats if required. Speak to your class teacher or the school office.

5. EXPECTATIONS OF 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 Head Teacher 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 Head Teacher 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 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 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 addressed through:

Dialogue with the parent / carer

Children being issued with the correct uniform / an alternative in school

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](#).

5.4 Governors

The Local Academy 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 framework will be reviewed every 2 years. At every review, it will be approved by the CEO.

The Headteacher will review the policy in relation to school specifics and will be approved by the Local Academy Board.

7. LINKS TO OTHER POLICIES

This policy is linked to our:

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