



OVER HALL COMMUNITY SCHOOL

School Uniform Policy

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1 · Statement of intent

Over Hall Community School believes that a consistent school uniform policy is vital to promote the ethos of the school and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

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, that is affordable, and that represents the best value for money for 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 such a way that sets an appropriate tone for education. Cost must never be a barrier to a family applying for, or a pupil attending, this school.

2 · Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education Act 1996, as amended by the Children's Wellbeing and Schools Act 2026 (limit on compulsory branded uniform items)
- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- Education (Guidance about Costs of School Uniforms) Act 2021
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2026) 'Cost of school uniforms' — statutory guidance
- DfE 'Developing and implementing a school uniform policy' — non-statutory guidance
- DfE (2021, amended) 'School Admissions Code'
- DfE 'Procuring school uniform supplies' and 'Buying procedures and procurement law for schools'
- DfE 'Cost of school uniforms: advice for parents'

This policy operates in conjunction with the following school policies:

- Complaints Procedures Policy
- Behaviour Policy
- Equality Policy and Equality Objectives
- LGBTQ+ Policy
- SEND Policy and SEND Information Report
- Tendering and Procurement Policy

3 · Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the headteacher and the 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 and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Ensuring that the policy on compulsory branded items complies with the legal limit set out in section 4 and confirming, as soon as possible, which branded items within that limit will be compulsory from September 2026.
- 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 accessible and affordable, and demonstrating how best value for money has been achieved.
- Ensuring compliance with the DfE's statutory guidance on the cost of school uniforms, and taking legal advice where necessary on the contractual implications of any change to supply arrangements.
- Ensuring that information on how to obtain affordable and second-hand uniform is clear, current and published on the school website for the parents of both current and prospective pupils.
- Reviewing the policy annually, and reviewing the uniform contract at least every five years through a competitive tendering exercise.
- Processing and approving all eligible School Uniform Assistance Application Forms.

The headteacher is responsible for:

- Implementing this policy on a day-to-day basis and ensuring that all staff understand it and the support-first approach to non-compliance set out in section 9.

- Engaging with parents, pupils, staff and suppliers in good time before making any significant change to the uniform, so that costs are not passed on to families.
- 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 letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting top, or for a pupil requiring a reasonable adjustment.
- Meeting any parent or carer who tells the school they are struggling with the cost of uniform, and identifying the support available — including from the school's uniform assistance arrangements and the local authority.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy, applying the policy consistently and without discrimination.
- Applying the support-first approach in section 9 where a pupil is not in compliance, and never excluding or isolating a pupil, or sending a pupil home, for a uniform issue.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents and carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy, as far as they are able to do so.
- Telling the headteacher if their child requires a more relaxed uniform, a reasonable adjustment, or a period away from the standard uniform, and why.
- Telling the school — in confidence — if the cost of uniform is a problem, so that support can be offered.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the headteacher has granted an exemption or a reasonable adjustment.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

4 · Cost principles

The school is committed to ensuring that its school uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents and carers. In accordance with the 'School Admissions Code', the headteacher will ensure that the school's uniform policy does not discourage parents from applying for a place for their child.

Limit on compulsory branded items

A branded item is any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. An item is compulsory if a pupil is required to have or wear it. The limit includes any branded bags, such as book bags or rucksacks, and any item required only at a particular time of year, such as a summer dress.

From September 2026, the school limits the number of compulsory branded items of uniform and PE kit it requires pupils to have, in line with the legal requirement under the Education Act 1996 as amended by the Children's Wellbeing and Schools Act 2026:

- Primary schools must require no more than three compulsory branded items across school uniform and PE kit.

The school applies the three-item primary limit. Our compulsory branded items are set out in the table in section 10 and number no more than three. Optional branded items are available for parents who wish to buy them, but generic alternatives are permitted for every optional branded item, and the school keeps optional branded items to a minimum. Where an item of branded clothing is required, the school assesses how prices can be kept as low as possible, e.g. by offering sew- or iron-on logo badges for jumpers that can be bought from ordinary retailers instead of requiring specially branded jumpers.

Assessing affordability

The school assesses the overall cost implications of its uniform policy regularly, and before making any changes to the school uniform. When evaluating whether costs are reasonable and proportionate, the school takes into account the opinions and situations of:

- Economically disadvantaged parents and carers.
- Parents and carers with multiple children who are, or will be in the future, pupils at the school.
- Parents and carers of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents and carers of pupils with protected characteristics that may affect their ability to access the uniform.
- Looked-after and previously looked-after children (LAC and PLAC).

The school evaluates the cost of its uniform based on the overall collection of items that parents would need to purchase for a pupil, rather than on the cost-effectiveness of individual items. This includes the

fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, so that their child can come to school in clean uniform every day.

The school keeps variations in school uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible, so that pupils can get the most wear out of their uniform and parents can pass items down to younger siblings.

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

Supplier arrangements and best value

The school works to secure the best value for money through reputable suppliers. Any savings negotiated are passed to parents where possible, and the school does not enter into exclusive single-supplier contracts or cash-back arrangements. The school does not sign contracts with suppliers before requesting visualisations of proposed uniform, as well as fabric samples.

The governing board will ensure that a written contract is in place with the supplier for branded items. The contract is re-tendered at least every five years whether or not changes to the uniform are made, in line with the Tendering and Procurement Policy, so that more than one supplier can compete and best value is secured. The procurement procedure used is proportionate to the value of the contract, ranging from seeking three quotes for a low-value contract to a full tendering exercise for a high-value one.

The school agrees uniform requirements with suppliers well in advance, because sufficient lead time helps suppliers offer better prices. The school avoids making significant changes to uniform requirements at the last minute, as this increases costs for suppliers and manufacturers and results in higher prices for parents. Where the school proposes to change supplier, it will reach out to suppliers by October in the determination year.

5 · Equality principles

The school takes its legal obligation to avoid discriminating unlawfully against any protected characteristic very seriously, and aims to ensure that the uniform policy is as inclusive as possible so that all pupils are supported to access a school uniform which is comfortable, suitable for their needs, and reflects who they are.

The school will work to ensure that the cost of school uniform does not disproportionately affect any pupils, by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 4.

The school implements a gender-neutral uniform, meaning that pupils are not required to wear specific items based on their gender, and may wear any of the uniform items listed in section 10 regardless of the legal sex recorded on the school's records. Pupils who are transgender, including non-binary pupils, are supported to access the uniform that best reflects their gender expression, in line with the LGBTQ+ Policy.

The school ensures that pupils who follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to wear a uniform that adheres to their requirements as far as possible. The school endeavours to meet all requests for amendments to the uniform for these purposes; however, it will ensure that the needs and rights of individual pupils are weighed against any health and safety concerns for the entire school community.

The school ensures that the needs of pupils with SEND and/or sensory difficulties are considered in this policy, e.g. by ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams. Where the needs of these pupils cannot be met by the standard uniform, individual reasonable adjustments will be considered and permitted wherever possible. Requests for adjustments are dealt with on a case-by-case basis by the headteacher, and are free of charge wherever the school can provide them at no cost.

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

- are transgender, including non-binary pupils;
- have SEND and/or sensory needs;
- are of a religious or cultural background that has dress requirements.

6 · Consultation and making changes

The school engages with parents, carers and pupils when developing this policy and before making significant changes to it. Consultation will be carried out in good time — and never at the last minute — so that families are not left buying uniform that is about to change, and so that suppliers can plan.

Any proposal to change the school's uniform will be considered by the governing board alongside an assessment of the cost implications for families, and will take account of the views received. Where a change is agreed, the school will confirm the new arrangements as early as possible and give suppliers appropriate notice, resolving any contractual implications before the change takes effect.

7 · Second-hand uniform and uniform assistance

The school ensures that opportunities to acquire second-hand uniform are freely accessible to all parents and carers, and publishes clear information on its website about where second-hand uniform can be obtained. This information is available to parents of both current and prospective pupils.

Second-hand uniform is available directly from the school office and can be requested by contacting the headteacher or the school office; no purchase, ticket or paid event is required, and parents can access items discreetly. The school also holds periodic free second-hand uniform stalls. Parents and carers are invited to donate their child's uniform when they no longer need it, and the school especially encourages donations of higher-cost branded items, so that these items can be passed on at no cost.

Where a family is struggling with the cost of uniform or PE kit, they should contact the headteacher, who will identify what support is available. This may include assistance from the school's uniform assistance arrangements, help funded through the school's pupil premium or other funding, or support available from the local authority. All requests are handled sensitively and in confidence.

The school does not require parents to purchase branded items where a generic alternative will meet the school's uniform requirements, and does not withhold any part of the curriculum, or any school activity, from a pupil whose uniform is incomplete for reasons of cost.

8 · Complaints

The school always seeks to resolve uniform concerns locally and informally. The school's Complaints Procedures Policy explains how to raise a complaint, and how the school will respond.

Disputes about the cost of uniform are resolved locally, in line with the school's Complaints Procedures Policy. The governing board maintains a complaints procedure to deal with such issues, as required by law. Parents and carers who are concerned that the uniform policy is preventing their child from attending, or is otherwise a barrier, should raise this with the headteacher in the first instance.

Where a complaint relates to the price, supply or quality of uniform provided by our contracted supplier, the governing board has ensured that the supplier has an agreed procedure for dealing with such complaints, and will direct the complainant to it.

A complainant who has fully exhausted the school's complaints process (or has been prevented from following it), or who considers that the school is not adhering to statutory guidance or education law, may contact the Department for Education through its customer help portal.

9 · Pupil non-compliance

The school's approach to non-compliance is supportive first. Uniform is not a reason to deny a pupil access to education, and the school will not exclude, isolate or send a pupil home because of a uniform issue.

The headteacher, or a person authorised by the headteacher, may speak with the parents or carers of a pupil to agree a way to remedy any breach of this policy. In doing so, staff will:

- consider whether the non-compliance arises from a reason that the school should accommodate — for example cost, a protected characteristic, a religious or cultural dress requirement, a SEND or sensory need, or a mental health need;
- consider whether a reasonable adjustment or a temporary exemption is appropriate, and grant one where it is;
- offer support, including access to second-hand uniform and uniform assistance, where cost is a factor, and never require a pupil or family to explain themselves publicly;

- record any breach and the action taken, and report patterns to the governing board as part of the annual policy review.

Where a pupil repeatedly does not comply with the policy and no underlying reason is identified, the school will follow the Behaviour Policy, having first made reasonable efforts to resolve the matter with the family.

10 · The school uniform

School houses and colours

The school council determined and organised four school 'houses'. On entering our school community, a child or member of staff is allocated to a house. Siblings are all part of the same house. Our school colours are: Red (Fire House), Yellow (Air House), Green (Earth House) and Blue (Water House).

Clothing

The table below sets out the school uniform. The 'Compulsory branded item' column identifies which items count towards the limit on compulsory branded items described in section 4 — the school requires no more than three.

Item	Required or optional	Branding	How to acquire	Typical cost
Regular school uniform				
Navy blue, cardigan or sweatshirt	Required	School logo — branded. A plain navy item from any retailer is permitted	Branded item from the school supplier, or second-hand free from the school office. Plain navy versions from any retailer.	£11.50 – sweatshirt (branded) £13.00 – cardigan (branded)
Polo shirt in pale blue	Required	Branding optional — a plain polo shirt is acceptable	School supplier, second-hand free from the school office, or any retailer.	£8.50
Dark grey trousers, or dark, grey skirt	Required	No branding	School supplier, second-hand free from the school office, or any retailer.	N/A
Plain black, flat, sensible shoes	Required	No branding	Any retailer.	N/A
PE kit				

Item	Required or optional	Branding	How to acquire	Typical cost
Plain navy, round neck t-shirt	Required	Branding optional — a plain navy t-shirt is acceptable	School supplier, second-hand free from the school office, or any retailer.	£6.00
Plain black shorts or jogging bottoms	Required	No branding	Any retailer.	N/A
Accessories				
School book bag	Optional	Branding optional — any A4-sized bag is acceptable	School supplier, or any retailer.	£6.50

Black or grey tights are optional. Trainers are not considered suitable footwear, and heels are not permitted. Skirts must be knee-length; black or grey jeans are not permitted.

Branded items are not permitted for PE kit beyond the optional branded PE t-shirt listed above.

Our compulsory branded items

We have no compulsory branded items, only optional ones.

Every other item of our uniform can be bought unbranded from ordinary retailers.

Jewellery and earrings

Jewellery is not permitted. Pupils may wear stud earrings. Ideally all earrings should be removed on PE and sporting activity days. Only stud earrings are allowed — in the interests of health and safety, no gems, shaped, dangling or looped earrings, which are more likely to catch on clothing.

School bag

Book bags are available from the school supplier and are recommended for storage and ease of use, but any A4-sized bag is acceptable and there is no requirement to buy the branded item. Pupils must use an appropriately sized waterproof bag to carry their books and equipment. It should hold A4-sized workbooks comfortably without causing any damage. Bags featuring inappropriate images, slogans or phrases are not permitted. The school encourages pupils to bring non-valuable bags to school and will not be liable for lost or damaged bags.

Hairstyles

The school reserves the right to make a judgement on where pupils' hairstyles or hair colours are inappropriate for the school environment; however, it will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's circumstances will be taken into account where any judgement on appropriateness is to be made, and

parents and carers will always have the right to complain through the school's Complaints Procedures Policy.

Pupils with long hair must ensure that it does not impede their vision, cover their face or provide a health and safety risk. Long hair (shoulder length or longer) must be tied up. The following are not considered appropriate for school: brightly coloured dyed hair, headwear with bold patterns or colours, and excessive hair accessories.

Makeup, nails and other fashion items

Makeup (including false tan) is not permitted. Pupils wearing excessive makeup will be asked to remove it. Nail varnish and false nails (extensions, acrylic, glue or gel) are not allowed. Where a pupil cannot remove makeup or nails for a reason relating to a protected characteristic, the school will consider a reasonable adjustment rather than sanctions.

11 · Adverse weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines;
- over-the-knee skirts, shorts or trousers;
- tops that cover the shoulder area;
- Sunglasses with UV protection when outside, where possible.

Pupils are advised not to wear jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun, or spare clothing is provided. On particularly hot days the school may relax uniform requirements, and will tell parents when it does so.

For cold temperatures, this includes wearing scarves, gloves, coats and hats when outside, warm jumpers that conform to this policy, and trousers, or thick tights with skirts.

12 · Labelling, lost property and sustainability

All pupils' clothing and footwear must be clearly labelled with their name. Any unlabelled lost clothing is kept in the classroom where the sizing best fits. All lost property is retained for one term and is disposed of if it is not collected within that time, unless it can be passed on through the school's second-hand uniform arrangements.

The school encourages families to pass on uniform that is no longer needed, and to consider second-hand uniform, both to reduce cost and to reduce waste. Uniform that is no longer serviceable is disposed of responsibly.

13 · Monitoring and review

This policy is reviewed annually by the chair of governors and the headteacher, with a full review of the uniform requirements — including the number of compulsory branded items and the cost to families — carried out at least every three years.

As part of each annual review, the school will consider:

- the number of compulsory branded items required and whether the school remains within the legal limit;
- the total cost to families of the full uniform and PE kit, and how this compares with the previous year;
- take-up of second-hand uniform and of uniform assistance, and whether these are working;
- any patterns in complaints or in uniform-related behaviour recorded under section 9;
- the views of parents, carers and pupils on the affordability and inclusivity of the uniform.

The school will publish this policy on its website and keep it easily understood and up to date. The next scheduled review date is September 2027.