

Oldbury Wells School Uniform Policy September 2025

FREQUENCY OF REVIEW:	Annually
RATIFICATION DATE:	September 2025
RATIFIED BY:	OWS Local Governing Body
DATE OF NEXT REVIEW:	Autumn Term 2026 <i>(unless there is a material change)</i>
AUTHOR:	Assistant Headteacher – Behavior and Standards

Uniform Policy September 2025

Oldbury Wells' policy on school uniform is based on the following principles in that school uniform:

- promotes a sense of pride in being a member of Oldbury Wells
- engenders a sense of community and belonging towards the school
- is both practical and smart
- identifies the pupils with Oldbury Wells
- makes pupils feel equal to their peers in terms of appearance
- is regarded as suitable wear for school and good value for money.

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 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 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 sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- 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 pupils to wear headscarves and other religious or cultural symbols.
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with the school to answer questions about the policy and respond to any requests.

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' ability to 'shop around' for a low price. We therefore have three different uniform suppliers.

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 for example, by only asking that the blazer and PE t-shirt features the school logo.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating badges.
- Arrangements are in place for parents to acquire second-hand uniform items if necessary.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

3. Essential School Uniform Items

- Full school uniform including the blazer (with school logo) must always be worn in all areas of the school (with permission, learners are allowed to take off their blazer in lessons). In warmer weather, learners are permitted to carry their blazer around school.
- White shirt (no logo)
- Trutex GST Gisburn Tartan Skirt. Skirts should not be more than 2 inches above the knee.
- Learners must only wear flat/pleated (boys) or plain (girls) mid-grey tailored trousers. Trousers should be tailored (not stretch material like Lycra) and full length, reaching the bottom of the ankles. They should have some give around the ankles for comfort. Piping on trousers is not permitted. Leggings, denim and jeans are also not permitted. Trousers should be cotton, cotton/polyester, cotton viscose.
- Skirts should not be more than 2 inches above the knee (it is unacceptable for the skirt only to be the correct length if the learner pulls it down).
- Years 7,8 & 9: Lower school tie (purple – showing at least 5 stripes (not including the knot)
- Years 10 & 11: Upper school tie (grey – showing at least 5 stripes (not including the knot)
- Socks – black, white or grey; or tights – black, grey or natural colour.
- Learners are to wear formal, smart, black leather 'polishable' or patent shoes.
- Learners are not permitted to wear trainers or other canvas footwear. This includes black trainers including those without markings. School shoes should have no visible branding (whether the branding is a different colour or black) including Nike 'ticks' or sporting logos. If you are unsure about whether a school shoe is acceptable, consider if painted white, does it resemble a formal school shoe or trainer? If when painted white it resembles a trainer, it is not acceptable.
- Boots are not acceptable (a boot is defined as anything that touches or comes above the ankle bone).
- School bag.



Optional branded school uniform items:

- Cardigan – grey with the school logo
- Unisex sweater – grey with the school logo
- Unisex slip-over – grey with the school logo

PE Kit

PE kit essential items:

- PE T-shirt with school logo (either straight or fitted - girls)
- Black rugby top (boys)
- Black PE skort or regular fit shorts, must not be cycling shorts (no logo)
- Black trainer socks
- For football & rugby - long black socks with white top (boys) long purple socks (girls)
- Also required are trainers, football boots, shin guards and a gum shield.

PE optional items:

- Black leggings (no logo)
- Training top with school logo

Technology

- For food technology a cotton apron with a front pocket is required.

Outdoor Clothing

A waterproof coat/jacket may be worn to and from school and, if wished, crossing the road between East and West sites (pupils will be asked to remove coats in lessons). **Fashion sweatshirts, hoodies, denim, leather or other such tops** are not classed as outdoor wear and should **NOT** be worn to school.

Hair/Jewellery and Makeup

Hair: Only natural hair dyes are permitted - this also includes hair extensions or braids. Hair should be no shorter than grade 1 and no design lines/patterns are allowed. Should this be the case parents/guardians will be contacted as this is not an acceptable appearance to be allowed in school or the classroom.

Make-up & false eye lashes: is not allowed in Years 7, 8 and 9. Older girls may use it modestly. False eyelashes are not permitted as part of the school uniform policy.

Jewellery:

- Is limited to one small plain metal stud in each ear lobe; no facial piercings are permitted e.g. nose studs. Stretcher style piercings are not permitted in any circumstances.
- Jewellery cannot be worn during PE lessons. If jewellery is worn for medical reasons, suitable medical evidence identifying the reasons for this must be provided to the school.
- As stated in the previous bullet point, it is important to note that nose rings, studs or clear articles of jewellery which affix the nose or face are not permitted under any circumstances. This includes 'retainers'.

Other items:

- A plain black head covering (for religious purposes) is permitted, however, additional close-fitting cloths such as durags/ bandanas/ sports headwear/ oversized hair accessories are not allowed to be worn on school site.

Nail Varnish:

- Should only be of a clear or pale colour. **No** nail extensions, acrylic, shellac varnish or gel nails of any colour are permitted. Students will be asked to remove any inappropriate colours and parents contacted to remove any such items

Uniform Checks

We routinely carry out uniform checks; our uniform needs to be 'uniform'. A child unable to wear the correct uniform on any day must produce a signed letter from Parents/Guardians explaining the reason why. We also ask that **all clothing and property is named**. This then means any lost property can be quickly and easily returned to its rightful owner.

At the start of the school year and the start of each half term, it is expected that all learners return to us in the correct uniform. If learners do not return to us in the correct uniform, the school will seek to support and reserves the right to utilize sanctions such as the consequence room until the matter is resolved. Standards of uniform are important in terms of developing a positive school culture – uniform is the outward facing and most visible element of this.

Please note: the school cannot accept responsibility for loss or damage to the clothing or uniform of individual pupils.

During extremes of weather the Headteacher may amend the uniform requirements. For example, students will be permitted to remove their blazers on hot days.

Parents Duty

We ask parents who send their children to Oldbury Wells to support the School Uniform Policy. We believe parents have a duty to send their children to school correctly dressed in the correct school uniform. All items should be clean and marked with the pupil's name.

Parents are also expected to contact the school 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 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 to arrive at a mutually acceptable outcome.

Staff Duty

All staff agree to support and assist in the implementation of this policy. Key members of the staff body are highlighted within the Uniform Sanctions document to aid the implementation of the Uniform Policy.

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

Governors Duty

The Governing Body decides on the uniform and subsequently supports the Headteacher in implementing this School Uniform policy. They consider all representations from parents regarding the uniform policy and liaise with the Headteacher to ensure this policy is implemented *fairly* and with *sensitivity*. It is the Governors' responsibility to ensure that the School Uniform meets all regulations concerning equal opportunities.

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
- 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.

Pupils Duty

Full school uniform including the blazer (with school logo) must always be worn in all areas of the school (with permission, learners are allowed to take off their blazer in lessons). In warmer weather, learners are permitted to carry their blazer around school.

Wearing a jumper, cardigan or slip over is optional. Hooded tops should not be worn under the blazer. Shirts must always be tucked in. Ties must be worn and properly done up at all times showing 5 stripes except if playing ball games at break or lunchtime or if a teacher gives specific permission during a lesson.

Pupils should wear the uniform appropriately (school uniform is formal attire, like a suit, and as such it is inappropriate for it to be worn informally, for example with the shirt out and tie undone or at an inappropriate length). Should the uniform not be worn appropriately, or any items of

uniform not be as listed on the School Uniform, Uniform Sanctions will apply e.g use of the consequence room until the matter is rectified. Where appropriate and possible, school will seek to support learners with replacement uniform. It is the expectations that this is utilized by the learner.

Breaches of Uniform

Breaches of uniform may constitute: (examples only) incorrect footwear, non-regulation skirt or trousers, shaved patterns or extreme hairstyles, jewellery, piercings other than in ear lobes, non-natural hair colour, bracelets or charity bands.

For such breaches students will be deemed to have removed themselves from mainstream school until their appearance is deemed acceptable. For repeated instances the School Exclusion/Suspension Policy may then be applied.

Temporary breaches of uniform must be supported by a parental signed note. The note must also be countersigned by the student's Pastoral Manager. Where practical the school will seek to support learners by enabling loans of articles of uniform (for short periods where available/capacity allows), while the matter is resolved. For repeated instances the School Behaviour Policy may then be applied.

If there are persistent cases of uniform breach, then a student may be placed in the Consequence Room or in another suitable location away from mainstream lessons depending on room availability.

Possible reasons for not authorising permission may be as follows; forged note, deliberate attempt to deceive or violate the rules. There may be other reasons that will apply depending on particular circumstances.

Obtaining the Uniform

<u>School uniform suppliers</u>
LADS & LASSES SCHOOLWEAR <i>(formerly Bristows)</i> 157 Victoria Road, Bridgnorth WV16 4LL Tel: 01746 761701 Email: bridgnorth@ladsandlasses.uk Website: www.ladsandlassesschoolwear.co.uk
RON FLOWER SPORTS 28 Queen Street, Wolverhampton WV1 3JW Tel: 01902 429490 Email: sales@ronflowerssports.com Website: www.ronflowerssports.com
STITCHES OF BRIDGNORTH Roshan House, Holybush Rd, Bridgnorth WV16 4AY Tel: 01746 761177 Email: info@stitchesofbridgnorth.co.uk website: www.stitchesofbridgnorth.co.uk

4. Non-Uniform Day Guidelines

On occasion, students at Oldbury Wells will be allowed to wear clothes that are non-uniform. These occasions include non-uniform days to raise money for charity, for school trips or as a reward.

Whilst as a school, we encourage every student to express themselves as individuals, this must be done in an appropriate manner, therefore, it is important that the following guidelines are adhered to:

- Skirts, dresses or shorts should be at least mid-thigh length.

The following items are prohibited:

- See-through clothing e.g. shirts/blouses
- Strapless tops
- Clothing that exposes bare midriffs
- Flip-flops or backless shoes, including Crocs (health and safety reasons)
- Clothing with offensive words or logos
- The usual rules for jewellery and piercings.

The expectation is that all students arrive to school wearing clothing in accordance with this dress code. Should they not do so, students will be sent home to change. Any student unable to go home will be required to work in the consequence room for the day, including social times.

There is also the expectation that if a student has PE on a non-uniform day that the expected PE kit (in line with PE uniform policy) is brought to school as normal and worn for this lesson. Students that have not brought their PE kit with them to school will be sanctioned in the normal manner for missing kit.

5. Monitoring Arrangements

This policy will be reviewed every year by Assistant Headteacher – Behaviour and Standards. At every review, it will be approved by the full governing body.

6. Links to Other Policies

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy

Examples of footwear which is NOT permitted.

Please note, this is not an exhaustive list as there are other types of sports brand wear which are not permitted in school.

Brand	Logo	Example of trainer
Adidas		
Nike		
Puma		
Slazenger		
Vans		
Lacoste		
Lonsdale		

Appendix 1: Examples of acceptable school shoes

Boys Shoes



[Click link here for website](#)

Kickers-Reasan-Leather-School-Shoes
(amazon.co.uk)



[Click link here for website](#)

Kids' Leather Lace Up School Shoes (13 Small - 10 Large) | M&S Collection | M&S
(marksandspencer.com)



[Click link here for website](#)

Clarks Kids' Lorcarn Loop Lace Up Leather School Shoes, Black (johnlewis.com)



[Click link here for website](#)

Hush Puppies Junior Boys Matteo Lace Up School Shoes Black (mandmdirect.com)

Girls Shoes



[Click link here for website](#)

Products/Lilley-Agnes-Womens-Brogue-Lace-Up-Shoe-in-Black-15097
www.shoezone.com



[Click link here for website](#)

Products/Lilley-Audrey-Womens-Patent-Lace-Up-Shoe-15002
www.shoezone.com



[Click link here for website](#)

Style/st349377/d21941#d21941
www.next.co.uk



[Click link here for website](#)

kids-leather-ballerina-bow-school-shoes-13-small-7-large-
 /p/clp60596616#intid=pip_pg1pip48g4r1c2
www.marksandspencer.com



[Click link here for website](#)

kids-lace-up-leather-school-shoes-13-small-7-large-
 /p/clp60676503#intid=pip_pg1pip48g4r3c2
www.marksandspencer.com