

School Uniform & Dress Code Policy

Date Reviewed	02.2026
Reviewed By	JE/CP
Date of Next Review	02.2027
Version	2.1



1. INTRODUCTION

Wychwood School believes that a consistent school uniform policy is vital for:

- Promoting the ethos of a school.
- Providing a sense of belonging and identity.
- Setting an appropriate tone for education.

For the purposes of this policy, **“uniform”** includes the following elements of pupils’ appearance:

- Clothing, including the school uniform itself, variations of the school uniform such as PE kits, and other clothing worn at school, e.g. non-uniform.
- Hairstyles and headwear.
- Jewellery and other accessories.
- Cosmetics such as makeup and nail polish.

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, is affordable, and provides the best value for money for both 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 a way that sets an appropriate tone for education.

In writing and updating this policy, the school will:

- Engage with parents and pupils.
- Consider how this policy might affect groups represented in the school, especially those who share protected characteristics as defined by the Equality Act 2010.
- Consider how comfortable the uniform will be for pupils.
- Take a sensible approach to allow for exceptions to be made, e.g. during adverse weather.
- Ensure that the uniform is suitable and safe for pupils who walk or cycle to school.
- Choose a PE kit which is practical, comfortable, appropriate to the activity involved and affordable.
- Ensure the policy is easy to access and understand.

2. ROLES AND RESPONSIBILITIES

The **Board of Directors** is responsible for:

- Establishing, in consultation with the Head and 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, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status.

- 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 appropriate, practical, accessible and affordable for all pupils.
- Demonstrating in this policy how best value for money has been achieved.
- Ensuring compliance with the DfE's '[Cost of school uniforms](#)' guidance.
- Processing and approving all eligible School Uniform Assistance Application Forms.
- Ensuring compliance with obligations under the Human Rights Act 1998 and the Equality Act 2010.

The **Head** is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- 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 or amendment letter as appropriate, e.g. for a pupil who has a broken arm and requires a loose-fitting shirt.

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Where appropriate to their role, disciplining pupils who are in breach of this policy.
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents are responsible for:

- Providing their children with the correct school uniform as detailed in this policy.
- Informing the Head if their child requires an amendment or an exemption to the uniform rules, with a reason why e.g. due to their child's protected characteristic, due to the cost of the uniform.
- 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 Head has granted an exemption or an amendment.
- Looking after their uniform as appropriate.
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.

3. EQUALITY PRINCIPLES

The school takes its legal obligation to avoid unlawfully discriminating against any pupil very seriously.

In line with the above, the school will aim to ensure that its uniform policy is as inclusive as possible so that all pupils can access a school uniform which is comfortable, suitable for their needs, and reflects who they are, while avoiding any direct or indirect discrimination on the basis of protected characteristics or socio-economic status.

The relevant protected characteristics are:

- Sex
- Sexual orientation
- Religion or belief
- Race (including colour, nationality, ethnic or national origin)
- Disability
- Gender reassignment
- Pregnancy

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

- Are transgender or non-binary.
- Are of a religious or cultural background that has specific dress requirements.
- Have SEND and/or sensory needs.

Parents' concerns and requests regarding school uniform and amendments to it are handled on a case-by-case basis by the Head, and always in accordance with the school's Complaints Procedures Policy.

If a requirement will affect a group with certain characteristics more than others, the school will:

- Carefully consider whether the requirement is the best way to achieve aims.
- Think about what mitigations could be put in place.
- Ensure that the requirement is justified and a proportionate means of achieving a legitimate aim to be lawful.
- Allow for flexibility to enable necessary exceptions.

The school will implement a gender-neutral uniform, meaning that pupils will not be required to wear specific items based on their gender, and may wear any of the uniform items listed in the School Uniform section of this policy regardless of the legal sex recorded on the school's records. Transgender pupils will be supported to access the uniform that best reflects their gender expression.

Religion and Belief

To avoid disproportionately impacting pupils of a certain religion, belief or culture, the school will ensure that there is flexibility to allow pupils to present themselves in a way that adheres to their dress requirements as far as possible, within the school's uniform policy.

The school will endeavour to meet all requests for amendments to the uniform for these purposes; however, it is important that school policies are not compromised, such as school safety or discipline.

Race

To avoid disproportionately impacting pupils of a certain race, the school will ensure that its uniform policy does not constitute unlawful indirect discrimination through blanket rules. This includes:

- Not banning hairstyles related to a pupil's ethnic origin, e.g. natural Afro hairstyles.
- Not banning hairstyles worn because of cultural, family and social customs, e.g. cornrows.
- Not banning head coverings related to a pupil's culture or ethnic origin, e.g. African heritage head wraps.

SEND and Medical Conditions

To avoid disproportionately impacting pupils with SEND or medical conditions, the school will ensure its uniform policy takes into account the needs of these pupils. This includes:

- What flexibilities, adaptations, adjustments or alternatives might mitigate any negative impact on these pupils.
- Adopting a more comfortable or less restrictive uniform.
- Determining a more flexible policy that allows pupils to choose from a range of items so they feel more comfortable.

Where the needs of these pupils cannot be met in the standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

The school will ensure that it works with a supplier that acts in accordance with the school's values and principles on equality and inclusion.

4. COMPLAINTS AND CHALLENGES

The school will endeavour to resolve all uniform complaints and challenges locally and informally, in accordance with the school's Complaints Procedures Policy.

The school will refer individuals who wish to complain to the Complaints Procedures Policy and request that they follow the procedures outlined therein.

When a complaint is received, the school will work with the complainant to arrive at a mutually acceptable outcome.

Where the subject of a complaint relates to a pupil's protected characteristic, the governing board will carefully consider requests to vary this policy.

The school will agree a procedure with its uniform supplier to deal with complaints about the supply and quality of uniforms.

In considering a complaint, parents should be aware that teachers can sanction pupils for breaching the school's rules on appearance or uniform. The school will expect this to be carried out in accordance with the school's published Behaviour Policy. The school will aim to deal with pupil non-compliance in a proportionate and fair way.

5. SCHOOL UNIFORM SUPPLIER

The school's current school uniform supplier is:

Stevensons
245 Banbury Road
Summertown

Oxford
OX2 7HN

Email: oxfordbranch@stevensons.co.uk
Telephone: 01865 554559

6. NON-COMPLIANCE

Before taking disciplinary action, the school will consider any reasons for non-compliance that may be outside of the pupil's control.

A considerate approach will be used to resolve any situations where it is suspected that financial hardship may be the reason a pupil has not complied with this policy.

Staff will be permitted to discipline pupils for breaching this policy, where relevant to their role, in accordance with the school's Behaviour Policy. In cases where it is suspected that financial hardship has resulted in a pupil not complying with a school's published uniform policy, the school will be mindful and considerate to this situation.

7. SCHOOL UNIFORM

Clothing

The school uniform for pupils in Remove to Shell (Years 7-11) is as follows:

If a pupil wears a skirt, the uniform is:

- Green check skirt
- White open neck long or short-sleeved blouse with school logo
- Black V-neck jumper with school logo
- Black eco blazer with school logo (does not have to be worn daily)
- Black puffer jacket with school logo

If a pupil wears trousers, the uniform is:

- Black trousers (available in boy or girl fit)
- Either: white shirt with collar and black / green striped tie
- Or: white open neck long or short-sleeved blouse with school logo
- Black V-neck jumper with school logo
- Black eco blazer with school logo (to be worn daily)
- Black puffer jacket with school logo

In addition, pupils are required to wear:

- Black leather flat heeled shoes
- Black tights or black socks

School Equipment

- Pencil case and writing equipment including a pen but no ink eradicator (as it is not allowed in public examinations)
- School bag named on the outside

- Musical instrument case (suitable to protect instrument)
- Water bottle

PE Uniform

Pupils must have the following items:

- Waterproof jacket with school logo (unisex)
- Black/green hoodie with school logo (unisex)
- White/green technical sports polo with school logo (girls fit & unisex)
- Green knee high socks for winter sports (unisex)
- White ankle sports socks for summer sports
- White or black base layer (optional)

One of the following:

- Black skort with school logo
- Black shorts with school logo (unisex fit)
- Black shorts with school logo (girls fit)

One of the following:

- Black tracksuit bottoms - outdoor P.E. (unisex)
- Black leggings with school logo (girls fit)

For Remove (Year 7), Inters (Year 8) and LTs (Year 9) only:

- One piece swimming suit or trunks (preferably black) and white or black swimming hat
- Swimming towel and swimming bag
- Swimming goggles

P.E. Equipment

Compulsory items:

- Trainers - running trainers suitable for astroturf, not fashion trainers
- Boots (rugby/football)
- Hockey stick
- Shin pads
- Mouth guard
- Water bottle

Optional items:

- Wychwood School Holdall
- Tennis racquet (can be borrowed from the school)

Additional information for P.E. uniform:

- Pupils must provide a school bag for P.E. kit or purchase the school holdall
- All P.E. items must be labelled, including socks, indoor and outdoor trainers
- House badges and colours must be sewn to the side of the school logo onto either skorts or shorts or sewn onto the arm of the hoodie

Wychwood Sixth

Pupils in Wychwood Sixth do not wear school uniform. They should wear smart casual clothing of their own choice. They also need to have one set of smart clothes to wear for formal occasions (Open Mornings, Carol Service, etc.). The school reserves the right to ask pupils to return home to change if the pupil's choice is inappropriate.

Wychwood Sixth P.E. uniform Wychwood Sixth (Years 12 and 13) must have the following:

- Black / green hoodie with school logo – unisex (compulsory)
- White / green technical sports polo with school logo – girls fit & unisex (compulsory)
- Black leggings / shorts / skirt / tracksuit bottoms (outdoor P.E.) – choice of own items or Wychwood School items
- Trainers - running trainers suitable for astroturf, not fashion trainers (compulsory)
- Mouth guard (compulsory)

Jewellery

The school rules on jewellery are as follows:

One pair of stud earrings may be worn – no other piercings are permitted.

Discrete necklace with small charm.

A smart and sensible wristwatch (not smartwatch) may be worn.

Pupils will be advised that jewellery is their personal responsibility and not that of the school. Lost or damaged items will not be refunded. All jewellery must be removed during practical lessons, including PE lessons and science experiments.

Hairstyles and Headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment; however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be taken into account where any judgements on appropriateness are to be made, and parents will always have the freedom to complain via the school's Complaints Procedures Policy.

Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons, e.g. during PE and science.

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly coloured dyed hair
- Headwear with bold patterns or colours
- Excessive hair accessories
- Headwear featuring inappropriate words or images

Makeup and Cosmetics

The school rules on makeup and cosmetics are as follows:

- Only natural-looking makeup is permitted
- False nails and nail extensions are not permitted

- Only clear nail varnish may be worn
- Temporary tattoos are not permitted

Pupils wearing excessive makeup will be required to remove it.

Adverse Weather

All pupils will be advised to wear weather-appropriate clothing.

For hot temperatures, this includes wearing:

- Tops that cover the shoulder and stomach area.

Pupils will be advised not to wear any jumpers or blazers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing will be advised to stay in an area protected from the sun, or spare clothing is provided.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when outside.
- Warm jumpers.
- Trousers, or skirts and thick tights.

8. LABELLING AND LOST PROPERTY

Parents will be advised to ensure that all pupils' clothing and footwear is clearly labelled with their name and year group.

Any lost clothing will be taken to the lost property. All lost property will be retained for one month and will be disposed of if it is not collected within this time.

Non-Uniform Days and Personal Items

When planning non-uniform days, the school will consider:

- Any impact it may have on attendance.
- The expectations on appropriate clothing.
- The Behaviour Policy.

9. MONITORING AND REVIEW

This policy will be reviewed annually by the Head. The next scheduled review date for this policy is date February 2027.

Any subsequent changes to this policy will be communicated to all staff, pupils, parents and other relevant stakeholders.