

Ormiston Academies Trust

## Ormiston Chadwick Academy Uniform policy

### Policy version control

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Author	Rob Pritchard, National Director of Education
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## 1.Aims

1.1. This policy aims to:

- Set the academy's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how the academy will avoid discrimination in line with its legal duties under the Equality Act 2010
- Clarify the expectations for school uniform

## 2. Legal duties under the Equality Act 2010

2.1. The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

2.2. To avoid discrimination, the academy will:

2.2.1. 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

2.2.2. Make sure that the uniform costs the same for all pupils

2.2.3. Allow all pupils to have long hair (whilst reserving the right to ask for this to be tied back)

2.2.4. Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable

2.2.5. Allow pupils to request changes to swimwear for religious reasons

2.2.6. Allow pupils to wear headscarves and other religious or cultural symbols

2.2.7. Allow for adaptations to the policy on the grounds of equality by asking pupils or their parents to get in touch with Louise Barratt, who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

**3.1** We ask all parents who send their students to our academy for their support of the academy uniform policy. We believe that parents have a duty to send their students to academy correctly dressed and ready for their daily work. Shirts and ties should be worn appropriately, i.e. shirts must be tucked in, and collars buttoned. Parents should ensure that their child has the correct uniform, and that it is clean and in good repair. The academy welcomes students from all backgrounds and faith communities. If there are serious reasons, for example religious objections, why parents want their child to wear clothes that differ from the academy uniform the academy will look sympathetically at such requests. Similarly, should an

item of academy uniform prove problematic for a student with disabilities then parents are invited to draw this to the attention of the Principal. The academy will not treat students with disabilities unfavourably.

- 3.1. The academy has a duty to make sure that its uniform is affordable, in line with [statutory guidance](#) from the Department for Education on the cost of school uniform.
- 3.2. We understand that items with distinctive characteristics (such as branded clothing, 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.
- 3.3. We will make sure our uniform:
  - 3.3.1. Is available at a reasonable cost
  - 3.3.2. Provides the best value for money for parents/carers
- 3.4. We will ensure this by:
  - 3.4.1. Carefully considering whether any items with distinctive characteristics are necessary
  - 3.4.2. Limiting any items with distinctive characteristics where possible.
  - 3.4.3. Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
  - 3.4.4. 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
  - 3.4.5. Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
  - 3.4.6. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
  - 3.4.7. Avoiding different uniform requirements for different year/class/house groups
  - 3.4.8. Avoiding different uniform requirements for extra-curricular activities
  - 3.4.9. Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
  - 3.4.10. Making sure that arrangements are in place for parents to acquire second-hand uniform items
  - 3.4.11. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
  - 3.4.12. Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

## 4. Expectations for academy uniform

### 4.1. The academy uniform

#### Uniform

Students will all be required to wear a black academy blazer, tie appropriate to year group (Years 7/8 – Gold Tie Year 9/10 – Purple Tie and Year 11 – Red Tie). They must wear a White shirt (long or short sleeve but not open neck), black tailored trousers, skirt or pinafore (suitable academy style and to the knee) and black or grey socks or black/grey tights. Black Academy Shoes (Leather or Leather style, no trainers or canvas). Optional wear for students includes grey academy jumper or a grey academy cardigan.

#### PE Uniform

Students will need to wear purple sports top, black academy shorts, and academy sports socks and the ¼ zip top with logo. They will need to have appropriate footwear for the astro turf.

#### Coats

Coats may be worn to the academy and whilst students are outside on break and at lunch time. Whilst students move around the building, they are expected to carry their coat with them or keep it in a academy locker. Recommended outdoor wear: Weatherproof coat – no denim or leather; fashion items, logos, hooded or tracksuit tops

#### Hooded or Tracksuit tops

These are not allowed to be worn by students at all in the academy this includes before and after academy, lunch time and breaks.

#### Footwear

Shoes must be of plain black and carry no logos. They must be leather or a leather like material that can be polished. Training shoes (even plain black) are not permitted, this includes the Kickers trainer or any other trainer like shoes, these are appropriate for sport or as leisurewear, but are not in keeping with the smart appearance of academy uniform. School shoes must be all black. It is dangerous for students to wear shoes with platform soles or high heels in academy, so we do not allow this. Please see appendix for guidance on further regulation for shoes. This is only a guide and the academy reserve the right to update this as and when new “fashion shoes” are released

#### Jewellery

No jewellery is to be worn, except for one small ear stud may be worn in the bottom of each ear. These must be a plain gold or silver stud. No other form of body piercing is allowed. Jewellery must be removed before doing PE lessons.

## Make up

The academy does not allow the wearing of any obvious make up. Nail varnish is completely banned and we will ask for it to be removed if worn. Acrylic nails should not be worn at any time and students will be asked to remove these. Eyelashes, semi or permanent and drawn on eyebrows are not allowed and students will be asked to remove.

## Hair styles

For Health and Safety reasons, and to support the general business-like values of the academy, we expect students to have reasonable hairstyles and colours. This means no extreme colours e.g. pink, blue, purple or bright red or extreme styles such as a number 1 haircut (skin head), track lines, rollers or pin curls. Any boy or girl with long hair that covers their faces will be asked to tie it back either with a plain headband, bobble or clip. The clip must be plain, Sparkly oversized clips will not be allowed. Girls can wear small ribbons in hair however these must be black or the colour of their tie, they are not allowed to wear JoJo bows or any similar to this.

## Academy bags and Equipment

All students MUST bring a 'Academy Bag' to academy every day. A 'Academy Bag' is defined by the academy as a bag which is suitable to carry books of up to A4 size, basic equipment and kit (including trainers/football boots) for other subjects. They must all have a clear pencil case (these are the only type they can take into an exam) this must contain pens, pencils, ruler, rubber and highlighters. It is very important where possible that students also have a calculator

## 4.2 Where to purchase uniform

You can contact SWI online at [swisschoolwear.co.uk](http://swisschoolwear.co.uk) or telephone 01928 752 610 for all uniform and PE kit orders.

### 4.2. Pupils

4.2.1. Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

4.2.1.1. On the school premises

4.2.1.2. Travelling to and from school

4.2.1.3. At off-site events or on trips that are organised by the school, or where they are representing the school (if required)

4.2.2. Pupils are also expected to contact Mrs. Barratt if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## 4.3. Parents and carers

4.3.1. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

4.3.1.1. Clean

4.3.1.2. Clearly labelled with the child's name

4.3.1.3. In good condition

4.3.2. Parents are also expected to contact Mrs. Barratt if they want to request an amendment to the uniform policy in relation to:

4.3.2.1. Their child's protected characteristics

4.3.2.2. The cost of the uniform

4.3.3. Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

4.3.4. Disputes about the cost of the school uniform will be:

4.3.4.1. Resolved locally

4.3.4.2. Dealt with in accordance with our school's complaints policy

4.3.5. The school will work closely with parents to arrive at a mutually acceptable outcome.

## 4.4. Staff

4.4.1. 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 principal if the situation doesn't improve.

4.4.2. Ongoing breaches of our uniform policy will be dealt with. If a student is not adhering to the uniform policy, the academy will in the first instance discreetly try to establish whether there are good reasons for it and take measures to address the problem. If there are no good reasons and the student persistently fails to observe the academy uniform policy he or she will be refused entry to the academy and only allowed back when the problem has been remedied.

4.4.3. 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.

## 4.5. Governors

4.5.1. The governing body will review this policy to ensure it:

4.5.1.1. Is appropriate for the academy's context

4.5.1.2. Is implemented fairly across the school

4.5.1.3. Takes into account the views of parents and pupils

4.5.1.4. Offers a uniform that is appropriate, practical and safe for all pupils

4.5.2. The governing body will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money

## 5. Monitoring arrangements

5.1. This policy will be reviewed each academic year. At every review, it will be approved by Principle and governing body.

## 6. Links to other policies

6.1. This policy is linked to our:

- Behaviour for learning policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Charging and remissions policy (for any references to charging)