

Ormiston Academies Trust

Edward Worlledge Ormiston Academy Uniform Policy

Policy version control

Policy type	OAT Mandatory
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In consultation with	<i>Sourced document The Key</i>
Approved by	Executive, 13 April 2023
Release date	April 2023
Review	Policies will be reviewed in line with OAT's internal policy schedule and/or updated when new legislation comes into force
Description of changes	New policy

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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 the Principal, who can answer questions about the policy and respond to any requests

3.Limiting the cost of school uniform

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. Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes

3.4.5. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler

3.4.6. Avoiding different uniform requirements for extra-curricular activities

3.4.7. Making sure that arrangements are in place for parents to acquire second-hand uniform items

3.4.8. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes

3.4.9. 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

Reception, Year 1 and Year 2

- White polo shirt
- Black trousers or shorts
- Black skirt, black pinafore dress or purple checked dress
- Academy branded purple jumper or cardigan
- Black shoes or boots (no knee high or heels)

Year 3, 4, 5 and 6

- White collared shirt
- Black trousers or shorts
- Black skirt, black pinafore dress or purple checked dress
- Academy branded purple jumper or cardigan
- Academy branded striped tie (Years 3, 4 and 5)
- Academy branded purple tie (Year 6 – provided free of charge at the beginning of academic year)
- Black shoes or boots (no knee high or heels)

PE Kit

- Coloured PE t-shirt (in line with allocated house team colour)
- Black jogging bottoms, leggings or shorts
- Black or white trainers
- Black plimsols

Swimming Kit (Year 5 and Haven ONLY)

- Swimming trunks or 1 piece swimming costume
- Coloured or white swim hat (in line with allocated house team colour)
- Towel

Other additional items/requirements

- Bag – Academy branded backpacks, bookbags and PE bags are available to purchase. Alternatively, any backpack, drawstring bag etc is acceptable.
- Coat – Any style coat or jacket is acceptable.
- Jewellery – pupils with pierced ears are permitted to wear one pair of single studs, pupils must be able to remove these themselves, or place tape over them during PE. Wristwatches may be worn, but must be removed for PE. For health and safety reasons, no other jewellery is permitted to be worn (without express permission of the Principal) at any time.
- Hairstyle – no un-natural hair colours are permitted (without express permission of the Principal or during a fundraising event which has been communicated with parents). Pupils may not have shaved patterns in their hair.
- Nails – no false nails or nail varnish may be worn at school.

4.2. Where to purchase uniform

Generic Uniform

This includes items such as polo shirts, shirts, trousers, skirts, dresses etc – can be purchased from any local clothing supplier or supermarket.

Academy Branded Uniform

Any academy branded items such as jumpers, cardigans, ties, backpacks etc – can be purchased from Harrisons Schoolwear.

Harrisons Schoolwear – shop is located at 73 Southtown Road, Great Yarmouth, NR31 0DY

Website: <https://hschoolwear.co.uk/>

Contact: 01493 662214

Other Uniform Items

PE t-shirts are available to purchase from the academy office, costing £2.00 each.

Swim hats are available to purchase from the academy office, costing £1.00 each.

Second-hand Uniform

We stock a large variety of second-hand uniform in school. This ranges from shirts to trousers, to jumpers and cardigans. For more information please speak to your child's class teacher or contact the academy office.

Twice a year we also aim to have a “uniform day”, where we take all second-hand uniform supplies and encourage parents to help themselves to anything that they may need. We also take in donations of second-hand uniform.

5. Expectations for the academy community

5.1. Pupils

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

5.1.1.1. On the school premises

5.1.1.2. Travelling to and from school

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

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

5.2. Parents and carers

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

5.2.1.1. Clean

5.2.1.2. Clearly labelled with the child’s name

5.2.1.3. In good condition

5.2.2. Parents are also expected to contact the Principal if they want to request an amendment to the uniform policy in relation to:

5.2.2.1. Their child’s protected characteristics

5.2.2.2. The cost of the uniform

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

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

5.2.4.1. Resolved locally

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

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

5.3. Staff

5.3.1. 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.

5.3.2. Ongoing breaches of our uniform policy will be dealt with by the Principal or delegated member of SLT.

5.3.3. 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.

5.4. Governors

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

5.4.1.1. Is appropriate for the academy's context

5.4.1.2. Is implemented fairly across the school

5.4.1.3. Takes into account the views of parents and pupils

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

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

6. Monitoring arrangements

6.1. This policy will be reviewed 2 yearly by the Principal. At every review, it will be approved by the Local Governing Body (LGB).

7. Links to other policies

7.1. 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)