

Ormiston Academies Trust

Ormiston Sandwell Community Academy

Uniform policy

Policy version control

Policy type	OAT Mandatory
Author	Rob Pritchard, National Director of Education
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

Contents

1. Aims	3
2. Legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for academy uniform	5
4.1. The academy uniform	5
4.2. Where to purchase uniform	6
5. Expectations for the academy community	6
5.1. Pupils	6
5.2. Parents and carers.....	6
5.3. Staff	7
5.4. Governors.....	7
6. Monitoring arrangements	7
7. Links to other policies.....	7

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

3.Limiting the cost of school uniform

3.1. Adapt this section, taking into account factors such as:

- The socio-economic status of your academy community
- Pupil demographics
- Uniform of neighbouring schools or other OAT academies
- Views of your school community

- 3.2. 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.
- 3.3. 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.
- 3.4. We will make sure our uniform:
 - 3.4.1. Is available at a reasonable cost
 - 3.4.2. Provides the best value for money for parents/carers
- 3.5. We will ensure this by:
 - 3.5.1. Carefully considering whether any items with distinctive characteristics are necessary
 - 3.5.2. Limiting any items with distinctive characteristics where possible. Students are expected to wear an OSCA blazer. A black V-neck jumper is optional but not necessary.
 - 3.5.3. Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
 - 3.5.4. 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
 - 3.5.5. Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
 - 3.5.6. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
 - 3.5.7. Avoiding different uniform requirements for different year/class/house groups
 - 3.5.8. Avoiding different uniform requirements for extra-curricular activities
 - 3.5.9. Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
 - 3.5.10. Making sure that arrangements are in place for parents to acquire second-hand uniform items
 - 3.5.11. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
 - 3.5.12. 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

Add details of your school uniform to this section, including:

- 4.1.1. The branded items school items required are : School blazer and for PE a OSCA Polo Shirt, OSCA PE Shorts/OSCA branded tracksuit bottoms
- 4.1.2. Optional branded items are OSCA school jumper or and OSCA branded Hoodie for PE
- 4.1.3. We will accept the following generic items instead of branded ones; A plain black jumper, Non branded Football / Hockey Socks
- 4.1.4. Expectations for PE kit
- 4.1.5. Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

- The ONLY jewellery allowed is one pair of earrings: sleepers or studs and a watch. These must be removed for all P.E. and Dance lessons
- Extreme hair colours are NOT allowed
- Make up is NOT allowed
- Fashion items such as belts, scarves, caps, hats, snood, bandanas, durags, balaclavas, including brightly coloured hair accessories and sun glasses are NOT to be brought into the academy.
- Items such as hair clips are to be worn as intended and not be attached to clothing etc

4.1.6. Expectations for shoes, trousers, skirts, bags and coats

- Trainers are NOT to be worn in the Academy other than during P.E. lessons or in allocated break times when playing sport
- Students are expected to bring a school bag of suitable size to carry books, homework, PE kit etc. NO handbags allowed.
- Trousers are black and normal school style (not fashion or tight fitting), no embellishments or attached fashion buckles. Belts must be narrow and plain black.
- No outdoor coats/jackets or hoodies, to be worn inside the building
- No crocs or other similar type of trainer shoes are to be worn in the academy
- Skirts are black, school (not fashion) that is of a reasonable length (just on or above the knee). The skirt must not be figure hugging “tube” or of a jersey/lycra material that is prone to “riding up”. Instead, skirts should be of a material and style that allows it to hang to its full length.

4.1.7. Which items are only required in specific circumstances or at certain times of the year

4.2. Where to purchase uniform

4.2.1. Branded school items are available to buy from our supplier [GOGNA](#) or from their Oldbury Store at Unit 1b Junction Two Ind Est, Demuth Way, Oldbury, B69 4LT

- Parents can obtain non branded uniform, including shoes, skirts, trousers, white shirts, PE shorts and socks from 'high-street' retailers such as supermarkets.

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 their HOY/Pastoral Support or Mr Horton, 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 their HOY, Pastoral Support or Mr Horton, 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 consulting Behaviour for Learning policy.

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 by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

6.1. This policy will be reviewed Annually by Mr Horton/Mr Ahmed. At every review, it will be approved by the full governing body.

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)