

Ormiston Academies Trust

## Ormiston Sandwell Community Academy

### Uniform policy

#### Policy

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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 the Vice 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 and blazers

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, where possible, 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

4.1.1. The branded items required at OSCA are: School blazer & pleated skirt; for PE polo shirt, PE shorts/tracksuit bottoms

4.1.2. **Optional** branded items are OSCA school jumper and an OSCA branded hoodie for use in PE lessons only

4.1.3. We accept the following generic items in PE instead of branded ones; non branded plain black Football / Hockey Socks

4.1.4. Expectations for PE kit: an OSCA Polo Shirt, OSCA PE Shorts/OSCA branded tracksuit bottoms

4.1.5.Expectations for jewelry and hairstyles (considering the requirement described above to avoid discrimination in line with the Equality Act 2010)

- The ONLY jewelry allowed is one pair of sleepers or studs, one small nose stud, and a watch. No HOOPS or earrings that dangle below ear lobes are allowed. All must be removed for all P.E and Dance lesson
- Extreme hair colors, that are unnatural, are NOT allowed
- Make up is NOT allowed, false nails, gel nails and false eyelashes are NOT allowed
- Fashion items such as belts, scarves, caps, hats, snood, bandanas, durags, balaclavas, pouches and all hoodies (over the top and zip up), brightly coloured hair accessories and sunglasses 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 or bags

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 or pouches are allowed.
- Trousers are black and normal school style (not fashion or tight fitting), no embellishments or attached fashion buckles and **no leggings** are permitted in the academy for school wear or PE, dance or drama. Belts must be narrow and plain black.
- No outdoor coats/jackets to be worn inside classrooms.
- No crocs or other similar type of shoe, or any sports branded footwear are to be worn in the academy
- All skirts must be the branded pleated skirt OSCA with the OSCA logo from Gogna. No other skirts are permitted. Thick black tights can be worn if required under the skirt.

## 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 or on their online store

4.2.2.Parents can obtain non branded uniform, including shoes, trousers, white shirts and black 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 Head of Year or Pastoral Support 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 Head of Year, Pastoral Support or Vice 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 Head of Year if the situation doesn't improve.

5.3.2. Ongoing breaches of our uniform policy will be dealt with by a range of sanctions including loss of social time or reflection time.

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 SLT. At every review, it will be approved by the 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)