

Ormiston Academies Trust

Ormiston NEW 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 | 4 |
| 4.1. The academy uniform | 4 |
| 4.2. Where to purchase uniform | Error! Bookmark not defined. |
| 5. Expectations for the academy community | 5 |
| 5.1. Pupils | 9 |
| 5.2. Parents and carers | 9 |
| 5.3. Staff | 10 |
| 5.4. Governors | 10 |
| 6. Monitoring arrangements | 11 |
| 7. Links to other policies | 11 |

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 Mrs Clarke, 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

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

Ormiston NEW Academy has a clear uniform policy and students are expected to wear their uniform with pride. Parents are expected to uphold our uniform policy and ensure their children attend school in full uniform and are appropriately presented. Our uniform policy has been designed to ensure we have equality, inclusion, high standards and discipline.

All compulsory uniform is expected to be worn and should not be in bags at any time. In the event of extreme weather, we reserve the right to adjust expectations. This will be rare in occasion and fully at the Principal's discretion, i.e in the event of extremely hot weather forecasted.

| Compulsory Uniform | |
|----------------------------------|--|
| Boys | Girls |
| Blazer | Blazer |
| White shirt | White shirt |
| Academy tie | Academy tie |
| Black trousers | Black tailored school trousers or appropriate length skirt with black tights |
| Black leather shoes (polishable) | Black leather shoes (polishable) |
| Non-Compulsory Uniform | |
| Academy Jumper | Academy Jumper |

Footwear

School shoes should be black, flat, polishable and logo free. The style should be traditional and business like, avoiding the appearance of a trainer. Some specific styles that are **not** permitted:

- Styles that appear to be more like sports trainers than professional black shoes, especially due to the material of the shoe (no branded sports trainers)
- Styles with obvious logos or branding
- Elaborate buckles, decorations and patterns
- Any white or colored details

However, this list is not exhaustive and the academy's decision on what is/is not acceptable is final. If parents are unsure as to whether a particular style is accepted, they must send a picture of the shoe to the academy before purchasing. This can be done by sending an email to lclarke@onewa.co.uk or jmccrystal@onewa.co.uk

Failure to comply with this requirement will lead to the student being isolated in our internal suspension provision. We fully accept that there may be mitigating circumstances that will affect footwear and we will support families where there are hardship concerns.

P.E. Uniform

Full P.E. uniform is an expectation in all lessons. This will be upheld by the P.E. Department. Failure to wear the correct uniform for P.E. will lead to a sanction in line with the behaviour policy and may mean that students are unable to take part in physical activity.

Spare uniform will be offered to the student and again it is expected that this is worn when the correct uniform is not present. Persistent refusal to bring uniform will be considered defiance and the behaviour will be actioned in line with the behaviour policy.

| Compulsory P.E. Uniform – Boys & Girls | |
|---|--|
| Academy polo shirt (House colours) | |
| Plain black shorts or jogging bottoms | |
| Trainers | |
| Non-Compulsory P.E. Uniform – Boys & Girls | |
| Academy long sleeve top (House colours) | |

Jewellery is not permitted during physical education. All jewellery will need to be removed due to health and safety. We take no responsibility for the loss of jewellery or valuables. We highly encourage these to remain at home.

Student coats are also not permitted during physical education lessons. Students must wear the Ormiston NEW long sleeved top or polo shirt, however, additional layers beneath is acceptable and encouraged during Winter months.

Coats

Coats should be worn to the academy when the weather permits and it should have no offensive slogans, inappropriate or political messaging. Coats must be worn over blazers and must be removed before entry to the classroom. Please note **hoodies are NOT permitted at all in the academy.**

Hair, Make-Up and Jewellery

Hair should be tidy and professional. Styles should not be offensive nor affect others ability to learn. We are proud to serve a diverse community.

We ask that all headdresses support the values under-pinned in this policy by having no inappropriate slogans, inappropriate or political messaging. All headdresses must be plain black or teal in line with the academy colours. Where there is a cultural need that is not addressed in this policy please see our exemptions guidance to ensure all needs have been fully considered. **Headbands, bandanas and caps are not permitted.**

Make-up is not encouraged and when used should be natural. The academy's decision on what is or is not acceptable is final. Where make-up is excessive, students may be asked to remove it. Students are permitted to wear nail varnish; however, nail extensions are **not permitted** due to health and safety (this includes all false nails). This is fully at the academy's discretion and students that fail to comply will be internally suspended until removed or adjusted. The academy will consider make-up to be excessive when it is unnatural or unprofessional. False eyelashes are also not encouraged and when used should also be natural and not excessive.

Earrings and facial piercings are permitted, however **must** be studs. All others will need to be removed and confiscated. On occasions where this rule is defied, students will be placed into internal suspension until the removal or until an agreed date of removal is agreed between the school and the parent. We strongly request parental support on avoiding such piercings and the consequential effect on their child's education.

Face masks

Face masks are permitted for medical reasons, however, must be blue disposable face masks and must always be worn correctly.

Confiscations

If a student is wearing any unacceptable items (s)he will be expected to remove it immediately. The item(s) will be held in the academy safe and can be collected from reception at the end of the academy day.

Exemptions

As part of our inclusive approach we acknowledge and accept that students who have complex learning needs may have barriers to learning in terms of uniform. These are often very specific and rare. When there is a barrier of this nature both the Year Co-Ordinator and the SENCO need to be contacted via email. They will consider the exemption and communicate the confirmation or rejection. When accepted the student will receive a physical exemption card, which must be kept on their person and will be recorded on Sims.

Our catchment has significant diversity, which we celebrate. Where there is a cultural need for attire to change outside of this guidance, the parent should contact Mrs Clarke directly via email. Again, this communication of confirmation or rejection will be given. When accepted the student will receive a physical exemption card, which must be kept on their person and will be recorded on Sims.

We also acknowledge that a number of our students have medical needs that affect their ability to wear some aspects of the school uniform. Where this is applicable, the parent needs to contact their child's Year Co-Ordinator via email. The exemption will be accepted when a medical note is provided from a GP. Without this it will be at the full discretion of the academy. When accepted the student will receive a physical exemption card, which must be kept on their person and will be recorded on Sims.

| Contact Details | |
|------------------------------|-----------------------|
| SENDCo | rgibson@onewa.co.uk |
| Year 7 Year Co-Ordinator | srollason@onewa.co.uk |
| Year 8 Year Co-Ordinator | jhawley@onewa.co.uk |
| Year 9 Co-Ordinator | mball@onewa.co.uk |
| Year 10 Co-Ordinator | rmccurdy@onewa.co.uk |
| Year 11 Co-Ordinator | sbelstone@onewa.co.uk |
| Year 12/13 Year Co-Ordinator | awilliams@onewa.co.uk |

Compliance

We encourage parents to write notes when uniform is missing explaining the reason for absence in uniform and the date it will be addressed by. However, this does not circumvent our policy. All students who fail to meet the uniform policy will receive a next day centralized detention. The decision to remove that detention for extenuating circumstances is held solely by the year team of that student.

The academy will hold some spare ties and blazers to ensure replacements are available in the exceptional circumstances that students do not have the correct attire. If this is sought from the Year Co-Ordinator by the student prior to 08:30am on the given day a sanction will not be applied. Otherwise, there is an expectation that the student wears the uniform replacement provided.

Continued refusal to comply with uniform expectations will be considered as defiance in line with our behaviour policy and not be accepted. Uniform is an integral part of the academy and seen as a basic expectation. We implore parents to fully support the academy in ensuring that their child is meeting these expectations.

Hardship

If there are any financial barriers or a change in circumstances that have made the purchasing of uniform (irrespective of year group), we have an allocated hardship fund, which can be accessed on a case by case basis. To access this support, email lclarke@onewa.co.uk. Within the email please outline the students full name, year group, uniform requirement and circumstance change. Alternatively, if the parent/carer would

like to meet face to face to discuss concerns they can do this by contacting reception and asking to meet with the relevant Year Co-Ordinator.

Uniform may be purchased via our two uniform providers:

Lads and Lasses

Address: 4 Bilbrook Road, Codsall, Wolverhampton, WV81EZ

Telephone: 01902 846262

Email: cldsall@ladsandlasses.uk

Crested School Wear

Address: Wulfrun Shopping Centre, Units 26/27, Wolverhampton, WV13HG

Telephone: 01902 593030

Email: td@trutex.com

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 Year Co-Ordinator 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 child's Year Co-Ordinator 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 Mrs McCrystal (Assistant Principal for Behaviour)

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 in July 2024 and then annually thereafter by Mrs Clarke. At every review, it will be approved by the Local 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)