

Uniform Policy

Policy type	OAT Mandatory
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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

1. Aims

This policy aims to:

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

2. Our Academy's legal duties under the Equality Act 2010

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

To avoid discrimination, our Academy will:

- 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for Academy yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with your child's Head of Year who can answer questions about the policy and respond to any requests

3. Limiting the cost of Academy uniform

Our Academy has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education on the cost of Academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a Academy 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.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics, where possible
- Avoiding specific requirements for items pupils could wear on non-Academy days, such as coats and bags

- Keeping the number of optional branded items to a minimum, so that the Academy's uniform can act as a social leveller
- Avoiding different uniform requirements for different year groups and where this is the case the uniform carries through each year
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items. Please contact your child's Head of Year for further information.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- 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 Our Academy's uniform

Uniform

Blue Blazer with Academy logo
Plain navy long sleeve V neck cotton jumper – Optional
Light blue school shirt/blouse
Academy Year clip on tie
Formal black trousers – No jeans/cords/leggings or very tight styles
Plain black knee length, half pleated skirt with Academy logo
Plain dark belt – Optional
Black socks or tights
Plain black sensible school shoes that can be polished – No trainers, plimsolls, heeled, open toe/backed shoes, including Nike Air Force, Nike Air Max, Converse All Star or equivalent
School bag (large enough to fit A4 books/folders)

PE Kit

PE polo shirt with Academy logo
PE shorts/leggings with Academy logo
PE socks (Navy/Amber)
Sports trainers
Shin pads (Football & Hockey)
Gum shield - strongly advised for Hockey/contact sports
Swimming shorts
Navy or black warm beanie hat and gloves for PE lessons during winter – Optional
Football boots and boot bag – Optional
Outdoor PE fleece top with Academy logo – Optional
Navy or Black base layer - Optional
Navy tracksuit bottoms with Academy logo – Optional
Black leggings (shorts must be worn over leggings) – Optional
Reversible/showerproof jacket

Equipment

Pen
Pencil
Ruler
Eraser
Scientific calculator
Lanyard/I.D. badge – Provided free of charge on entry at Year 7, replacements will be charged for
All Year 7, 8, 9 and 10 pupils are expected to carry a reading book at all times and can be obtained from the Library

Jewellery (All jewellery must be removed for PE)

A watch
One ring on each hand
Once small stud earring in each ear
Pupils arriving with piercings or inappropriate jewellery will have items confiscated

General Information

Pupils are expected to remove coats/hats on entering the Academy
Mobile phones are not permitted during the Academy day at any time. They will be confiscated if seen/heard.
Where headscarves are worn for religious reasons only, these should be plain and dark grey, blue, navy or black.
Facial piercings or extreme hairstyles/tramlines/hair dyes or excessive makeup are not permitted including; inappropriate nail varnish or extreme false/extended nails
Years 7 and 8 may not wear any make-up or nail varnish
Pupils arriving at the Academy without correct uniform may be sent home to change

4.2 Where to purchase it

Our preferred suppliers are;

Crested Schoolwear (store and online purchases)

14a Cleveland street
Wolverhampton
WV1 3HH
Tel: 01902 593030
<https://www.crestedschoolwear.co.uk/>

Crested Schoolwear also offer a saving scheme where you can deposit money to build-up and use as and when you need to order new uniform items.

San's Kidzwear (store purchase only)

Stalls 35/36
Bilston Indoor Market
<https://m.facebook.com/San'kidzwear.co.uk>

Academy Loan and Purchase of Second-hand Uniform

Please contact your child's Head of Year for more information.

5. Expectations for our Academy community

5.1 Pupils

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

- On the Academy premises
- Travelling to and from Academy
- At out-of-Academy events or on trips that are organised by the Academy, or where they are representing the Academy (if required)

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

5.2 Parents and carers

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

- Clean

- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact their child's Head of Year if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

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

Disputes about the cost of the Academy uniform will be:

- Resolved locally
- Dealt with in accordance with our Academy's complaints policy

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

5.3 Staff

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.

Ongoing breaches of our uniform policy will be dealt with by via the Academy's Behaviour Policy.

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

The governing board will review this policy and make sure that it:

- Is appropriate for our Academy's context
- Is implemented fairly across the Academy
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the Academy's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts.

6. Monitoring arrangements

This policy will be reviewed annually by the Associate Assistant Principal and Business Manager. At every review, it will be approved by the full governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

All policies are available on our website; www.ormistonswbacademy.co.uk