

Ormiston Academies Trust

## Ormiston Endeavour Academy

### Uniform policy

#### Policy version control

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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 or Assistant Principal for Support for Learning who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

- 3.1. The Academy aims to balance the need for affordability with the desire for students to look smart and reflect the Academies high expectations and aspirations.
- 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, only the Blazer and PE top are required to be branded with the Academy logo.
  - 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

- Blazer (no longer available, but permitted for older students) or Academy Jumper (Branded Item, only available from PMG Schoolwear)
- White shirt or blouse (Non-branded, available from a wide range of clothing outlets)
- Black tailored trousers, these must be straight legged school trousers, no denim or leggings. (Non-branded, available from a wide range of clothing outlets).
- School tie (Issued to all Year 7 students on their first day. Replacement ties can be purchased from PMG Schoolwear)
- Black socks. (Non-branded, available from a wide range of clothing outlets)
- Black polishable shoes, no trainers\* are allowed. (Non-branded, available from a wide range of clothing outlets)

\*Trainers include all footwear made by Adidas, Nike, Converse, New Balance, Gola, Asics, Vans, New Balance, Puma, Reebok. The reason for this is to promote equality for all students. With some trainers costing in excess of £100 we do not want their to be pressure on any student or their parents to purchase such costly items.

#### **PE kit**

- Polo shirt. (Branded Item, only available from PMG Schoolwear)
- Black jogging bottoms. (Non-branded, available from a wide range of clothing outlets)
- Black shorts (not cycling shorts). (Non-branded, available from a wide range of clothing outlets)
- Fleece. This is an optional item. (Branded Item, only available from PMG Schoolwear)

- Trainers. (Non-branded, available from a wide range of clothing outlets)

Jewellery: Students are permitted to wear one pair of studs worn in the ears when in the academy. A discrete single nose stud may also be worn, All other jewellery must be left at home.

Make-up: We appreciate that some of our students may wish to use make-up. Our policy is that make-up is to be natural, so it is not noticeable. We advise that make-up is not brought to the academy. This includes false eyelashes and false nails. Neither of these are permitted to be worn by students.

Hair: Students with long hair will need to tie it back for PE and DT. Extremes of hair styles or hair colour are not permissible.

## 4.2. Where to purchase uniform

- 4.2.1. Branded uniform can be purchased from PMG. All other items are widely available at clothing stores, supermarkets and online.

# 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 Assistant Principal Support for Learning 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 Assistant Principal Support for Learning 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 seeking to resolve any issues, however if the student is unwilling to comply this will be seen as defiance and acted upon in accordance with our behaviour 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.

## 6. Monitoring arrangements

6.1. This policy will be reviewed every 2 years. 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 policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Charging and remissions policy (for any references to charging)