

Ormiston Academies Trust

# Ormiston Sir Stanley Matthews Academy

## Uniform Policy

### Policy version control

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## 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 .....	6
5. Expectations for the academy community .....	6
5.1. Pupils .....	6
5.2. Parents and carers.....	7
5.3. Staff .....	7
5.4. Governors .....	8
6. Monitoring arrangements.....	8
7. Links to other policies .....	8

## 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 Assistant Principal responsible for uniform standards, 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. We require the academy blazer to feature the logo. No logo is required to be worn on jumpers, cardigans etc
- 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

- 4.1.1. Logo'd items are required for the academy blazer and the P.E. kit which is available from the selected uniform shop, Schools In, Weston Road, Meir, Stoke-on-Trent

## UNIFORM GUIDANCE

Black skirt – standard / classic / modest style and knee length. Material MUST be the same as a blazer (no skinny / Lycra mix skirt/stretchy material not allowed)  
Black smart tailored trousers (no skinny / Lycra mix)  
White shirt  
Plain black V-necked pullover/cardigan Not crew neck/round or with a logo  
Black blazer – Compulsory for all years  
Plain black low heeled shoes (not trainers, boots or canvas shoes)  
Plain black shoes (not trainers, boots or canvas shoes).  
Socks (need to be restricted to black/white - no trainers)  
Dolly shoes are allowed provided that they are not canvas  
Black tights  
School tie



### SHIRTS

Long or short sleeves are acceptable, but the shirt must be white and have a collar suitable for a tie to be worn correctly. Shirts with motifs should not be worn. Ormiston Sir Stanley Matthews Academy expects all students to keep their shirts tucked in and therefore must be of appropriate length.

### SWEATERS

V-Necked plain black sweaters or cardigans can be worn. Motifs other than the OSSMA logo are not allowed.

### TROUSERS

Jeans and jean-style trousers whether in denim or any other material are not accepted. This includes leggings and jeggings.

### OUTDOOR CLOTHING

Coats should be plain. Slogans or motifs should not be displayed. Camouflage pattern, denim jackets and leather jackets are not acceptable. Tracksuit / hooded leisure tops are not acceptable. No baseball caps and no hats to be worn in the buildings. Boots may be worn travelling to school in bad weather; however, shoes must be brought to wear in school. All outdoor clothing, including scarves are to be removed inside the building.

### JEWELLERY

One ring per hand – not sovereign.  
One watch.  
One chain to be worn below clothing.  
One pair of studs in lower lobe.  
No other facial piercings – including tongues, tragus, eyebrows, lips, nose, upper ear.  
All jewellery will be expected to be taken off and given in during any physical activity.  
One bracelet can be worn.

### MAKE UP

Years 7 – 8 no make-up.  
Year 9 – 11 small subtle amounts allowable.  
No nail varnish.  
No false nails to be worn at any time.  
No false eyelashes.

### HAIR COLOUR

Natural colours only. No decorative hairpieces.  
No lines, designs cut into hair.  
Grade 1 and above is acceptable. No Mohicans or other bizarre hairstyles (the Academy reserves the right to make a final decision if necessary).  
No lines in eyebrows.

### TATTOOS

Any tattoos should not be visible and should remain covered at all times.

### RELIGIOUS HEADWEAR

Any headwear of a religious nature must be black and accompanied with full academy uniform

## SHOE GUIDANCE

We appreciate that shoes are an expensive item of uniform to purchase. Please ensure that when you next purchase school shoes for your child you purchase shoes and not sports branded footwear. Boots, canvas or leather pumps are also not allowed. This rule applies to both girls and boys. Often shoes in the 'School shoe' section in major retailers do not comply with our policy. Please ensure that you use the following pictures to help you when you purchase.



# MAKE UP GUIDANCE

## Non subtle make up

Students will have to remove make up if inappropriate for school

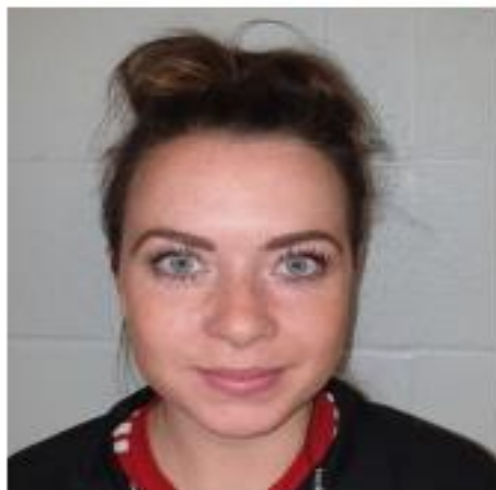
False lashes, highlighters, contouring, eyeliner, lipstick and HD style brows are not subtle daytime make up.



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## Subtle make up

Miss Bryan is wearing powder, concealer mascara, subtle eyebrow powder and lip-gloss.



The above uniform expectations can be found on our website:- [www.ossma.co.uk](http://www.ossma.co.uk)

## 4.2. Where to purchase uniform

- 4.2.1 Logo'd items are required for the academy blazer and the P.E. kit which is available from the selected uniform shop, Schools In, Weston Road, Meir, Stoke-on-Trent, ST3 6AB, [Tel:- 0330 124 2166](tel:03301242166).

# 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 Principal 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 the 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 principal if the situation doesn't improve.

5.3.2. Ongoing breaches of our uniform policy will be dealt with by our Principal

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 for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

## 6. Monitoring arrangements

6.1. This policy will be reviewed in line with OAT's internal policy schedule and/or updated when new legislation comes into force and 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)