Ormiston Academies Trust

Ormiston Sir Stanley Matthews Academy

Uniform policy

Policy version control

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1. Aims

1.1. 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 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: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

2.2. To avoid discrimination, the academy will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Mr M Ludlow, Assistant Principal, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

3.1. Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education (DfE) on the cost of school uniforms. We offer a free uniform, including the OSSMA Blazer, OSSMA PE Top, OSSMA Tie and non-branded trousers or a pleated skirt and PE shorts, to all Year 7 students.

3.2. We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of

retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.

3.3. We will make sure our uniform:

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

3.4. We will ensure this by:

3.4.1. Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:

3 branded items - School Blazer, PE top and an Academy Tie, which is given to all students at a Tie Ceremony at the start of Year 7 as part of their induction.

3.4.2. Carefully consider whether any items with distinctive characteristics are necessary and limit these items where possible. A plain black V-neck school-style jumper can be worn. No logo required. This jumper can be worn under the blazer but not as an alternative to the academy blazer

3.4.3. Limiting compulsory branded items to low-cost and/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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1

3.4.6. Avoiding different uniform requirements for different year/class/house groups

3.4.7. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama

3.4.8. Avoid requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter

3.4.9. Considering alternative methods for signaling differences in groups for inter-school competitions, such as creating posters or labels.

3.4.10. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions

3.4.11. Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website

3.4.12. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes

3.4.13. Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniforms in line with the school's complaints policy

3.4.14. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers

3.4.15. Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for academy uniform

4.1. The academy uniform

4.1.1. Students are required to wear their OSSMA Blazer, red and white clip-on tie and OSSMA PE shirt throughout the academic year. No other OSSMA-branded items are required. In PE, a Mid-layer is optional; students can alternatively wear a plain black base layer during colder weather.

4.1.2. Expectations for the Academy uniform are below:

- Black blazer with Academy logo. Blazers are to be worn on the route to and from the Academy as well as during the Academy Day.
- Plain white traditional school shirt with collar to take a tie and top button fastened.
- Clip-on tie – red and white.
- Smart tailored plain black trousers. No jeans, denim, chinos, cords, combat, hipsters, skinny fit, Lycra, leggings or recent fashion trends or other casual trousers.
- Plain black regulation pleated school skirt of knee length; no close-fitting elasticated skirts are allowed (skirts must be a tailored fit and blazer material).
- Plain black V-necked woollen sweater (optional). No cardigans. The woollen sweater should not be worn without the blazer. If too warm, the sweater must be removed – not the blazer.
- Plain black leather/leather look, fabric, canvas or suede, black patent shoes with low heels. No pumps or trainer-like shoes, no boots, sandals or slingbacks. No footwear with logos allowed.
- Plain black shalwar kameez over a school shirt and tie. Plain black hijab.
- Plain black ankle socks (no trainer socks) and black (80 denier) tights.

4.1.3 Expectations for the Academy PE kit are below:

- OSSMA PE shirt
- Plain black shorts or cycling shorts can be worn. These must be 'mid-thigh'. No Nike Pro shorts or similar. The shorts and cycling shorts can have minimal branding on them but must have no stripes.
- If students do want to wear tracksuit bottoms or sports leggings, then these need to be plain black with minimal branding allowed but no stripes.
- Plain black socks
- Trainers
- OSSMA Mid-layer (plain black skins/jumpers can be worn under PE tops as an alternative)

4.1.4 Jewellery and Hair and Make-up

- Only one pair of stud earrings can be worn in the lower lobe. No other piercings are allowed anywhere, including tongues, tragus, eyebrows, lips, nose, upper ear. Clear studs/retainers cannot be worn. Plasters covering any piercing are not allowed.
- No other jewellery is allowed; e.g. rings/ bracelets/bangles cannot be worn.
- Any jewellery confiscated will be put in an envelope and can be collected at the main reception at the end of the day.
- Hairstyles should be neat and tidy, of a nature that would be acceptable within a professional environment. Students who choose to wear long hair should have a bobble with them to tie their hair back when required for health and safety reasons. Any hair accessories (e.g. headbands) should be plain black.
- No decorative hairpieces are allowed. Any hair colours and extensions or braids should be a natural hair colour. No lines or designs cut into hair or eyebrows. Grade 1 and above and skin fades are allowed. No extreme hairstyles (the academy reserves the right to make a final decision if necessary).
- No baseball caps, hats, durags or bandanas in the academy.
- A watch is permitted. Smartwatches can be worn but must have all notifications silenced, or they will be confiscated as per mobile phone policy.
- No false eyelashes, nail varnish, false nails, including acrylic, builder gel, gel overlays and shellac.
- If make-up is worn, students can only wear a small amount of natural make-up. Where students arrive at school with excessive make-up, heavily contoured foundation and highlighters, bright eyeliner, lipstick, coloured lip glosses, etc., they will be asked to remove it.
- No visible facial or body tattoos.

4.1.5. Students should wear a plain outdoor coat for cold/wet weather. This must be a garment which offers protection from the elements and cannot be a hooded or leisure/sports top, a cropped fashion jacket or a denim/leather jacket. The final decision as to what constitutes a suitable coat is at the discretion of the Principal.
Students also should have a school bag large enough to fit all coursework books (at least A4 in size), equipment and PE Kit.

4.1.6. Students are required to wear their OSSMA Blazer, red and white clip-on tie and OSSMA PE shirt throughout the academic year. No other OSSMA-branded items are required; our PE Mid-layer is optional, and students can alternatively wear a plain black base layer during colder weather.

4.1.7. There is a range of branded items available in our Uniform Store that students can borrow for a short period if needed. In addition, our PE department keeps a supply of PE shirts that students can borrow during lessons should they arrive without the correct kit.

4.2. Where to purchase uniform

4.2.1.

- Logo'd items are required for the academy blazer and the PE kit, which is available from the selected uniform shop, School's In, Weston Road, Meir, Stoke-on-Trent. This retailer is the only outlet that sells the OSSMA school Blazer or the PE top. Other items can be purchased at this Shop but can also be bought at other High Street retailers

- The internal OSSMA Uniform Store has all items of uniform that the students can discreetly borrow daily. During all parents' evenings or community events, second-hand uniform will be available.

- Parents/carers of current and prospective pupils can acquire second-hand uniform or swap uniform by contacting Mr M Ludlow, Assistant Principal

- Information regarding uniform expectations and support on offer is published on the School Website under the Uniform Section

5. Expectations for the academy community

5.1. Pupils

5.1.1. Pupils are expected to always wear the correct uniform (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 represent the school (if required)

5.1.2. Pupils are also expected to contact Mr M Ludlow, Assistant 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 Mr M Ludlow, Assistant 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 in accordance with the school's complaints policy.

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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply but will follow up with the Assistant Principal, Mr M Ludlow, if the situation doesn't improve.

5.3.2. Ongoing breaches of our uniform policy will be dealt with by the 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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory guidance.

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. Considers 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 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 policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Charging and remissions policy (for any references to charging)