

Ormiston Academies Trust

Ormiston Latimer 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 Suneeta Marecheau: Students Services Manager, (smarecheau@olamail.co.uk) 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

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

Add details of your school uniform to this section, including:

4.1.1. Which branded items are required: **jumper and tie**

4.1.2. Which branded items are optional: **jumper i.e. school jumper or no jumper**

4.1.3. Where you'll accept generic items instead of branded ones: **shirts, trousers, skirts**

4.1.4. Expectations for PE and swimming kit: **none**

4.1.5. Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010).

Please avoid wearing any expensive watches or jewellery including large hoop earrings.

Hair accessories other than basic pins/clips or ties

4.1.6. Expectations for shoes, bags and coats: black school shoes or smart dark trainers (not multi-coloured)

4.1.7. Which items are only required in specific circumstances or at certain times of the year:
Smart/casual plain black, grey, navy shorts can be worn during warm summer periods

4.2. Where to purchase uniform

4.2.1. The school will provide the first sweatshirt and tie for free

4.2.2. The school may provide a polo shirt if available

4.2.3. If you wish to purchase spares/replacement the polo/shirt cost £6, the jumper costs £8 and we have a limited supply of school ties available for £5.

- Branded items are only available from the school. All other items are available via 'high-street' retailers
- On occasions old uniforms may be available. For items, please enquire within.

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 a member of the Senior Leadership Team (SLT) 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 a member of the Senior Leadership Team (SLT) 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 Sections 6, 8, 11 & 13 of the Behaviour for Learning 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 for example by avoiding single supplier contracts.

6. Monitoring arrangements

6.1. This policy will be reviewed annually by Everol Halliburton (Principal). 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 for learning policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Charging and remissions policy (for any references to charging)