

Ormiston Academies Trust

Brownhills Ormiston 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. Extreme hairstyles are not acceptable see further guidance below 4.1.8

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 your child's Head of Year, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

The academy has a Uniform Bank where second-hand uniform has been donated. Families who require additional support can access this through contacting their child's Head of Year.

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 by only asking that the blazer, tie and academy jumper features the school logo
 - 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 leveller
 - 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 signalling 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

We have a strict, but simple uniform policy at the academy. We are a formal place of work; therefore, the expectation is that students have:

- 4.1.1. Branded blazer, jumper and tie with academy badge. Students are required to wear a jumper throughout the year (apart from the second half of the summer term when it is optional).



- 4.1.2. A branded academy polo shirt is optional for the second half of the summer term.



4.1.3. Acceptable generic items: white shirt, black trousers (no jeans, leggings or tracksuit bottoms), black skirt (this must be knee length and not skin-tight and made from cotton/polyester, not lycra), black formal shoes (no trainers/sports makes). Please see further guidance and examples below:

Acceptable – Polishable plain back traditional style shoes



Not acceptable – trainer/pump type shoes



4.1.4. PE Kit required branded items: Branded Polo t-shirt. Optional academy P.E kit: Falcon Encore shorts/skort (no badge), Falcon Encore tracksuit (no badge) and zip top with academy badge.

4.1.5. PE Kit acceptable generic items: plain black socks with solid red top, plain black hoody, black tracksuit bottoms, black sports leggings or black shorts.

4.1.6. The only jewellery permitted is one small stud earring in each ear lobe and one plain signet ring. All jewellery should be removed for P.E lessons. Earrings should not be worn in any other parts of the ear. Students are not allowed any other jewellery including bracelets, nose studs, tongue and belly bars.

4.1.7. All students must attend the academy with an appropriate school bag. Students may wear caps/hats/coats/hoodies on the way to school however they must be removed when they are inside the academy. Students can choose to carry them around, place them in their bag or in a locker.



4.1.8. Other uniform guidance:

- Students are provided with a lanyard, ID badge and card holder at the start of each academic year. Students are required to wear their lanyard at all times. Students that lose their lanyard will be expected to replace it.
- Extreme hair styles are not permitted. This includes patterns or tramlines cut into hair and extreme hair colouring (e.g pink, blue, green, purple). Extreme hair bows and ribbons should not be worn.
- Nail varnish/nail extensions and false eyelashes are not permitted. Make up should not be worn.
- All of the above are at the discretion of the Principal whose decision will be final.

4.2. Where to purchase uniform

4.2.1. Please see details below:

- Uniform Plus: Burntwood Town Shopping Centre, Cannock Road, Burntwood, WS7 1JR, Tel: 01543677068. Website: www.uniformsplus.co.uk
- Crested Sports Wear: 7 Victorian Arcade, Walsall, WS1 1RE. Tel: 01922 276266. Website: www.crestedschoolwear.co.uk
- Clive Mark: Saddler Shopping Centre, 1 Park Street, Walsall, WS1 1YS. Tel 0121 4594599. Website: www.clivemarkschoolwear.co.uk
- The academy has a Uniform Bank where second-hand uniform has been donated. Families who require additional support can access this through contacting their child's Head of Year.

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 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

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 their child's Head of Year 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 the pastoral team through communication with parents/carers and issuing of the appropriate sanction.

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 overseen by the Vice Principal with responsibility for pastoral care. At every review, it will be approved by the Local 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