

Ormiston Academies Trust

Ormiston Horizon Academy Uniform policy

Policy version control

Policy type	OAT Mandatory
Author	Rob Pritchard, National Director of Education
In consultation with	<i>Sourced document The Key</i>
Approved by	Executive, 13 April 2023
Release date	April 2023
Review	Policies will be reviewed in line with OAT's internal policy schedule and/or updated when new legislation comes into force
Description of changes	New policy

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	6
5.3. Staff	7
5.4. Governors	7
6. Monitoring arrangements	7
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 their Head of Year in the first instance 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

4.1.1. Academy Blazer - Academy regulation black blazer, with academy badge.

Academy clip-on tie

Skirt or Trousers - Academy regulation, black knee-length skirt with academy badge or academy regulation trousers

Black tailored knee-length shorts

Shirt/blouse - Formal white with stiff collar.

Socks/Tights - Plain black socks or tights (non-branded). Over the knee socks are not allowed.

Shoes - Plain black lace-up or slip-on shoes, in a formal style, with low heels (no more than 1 inch in height). Please note that boots, trainers or sling back shoes are not permitted.

Coats/Jumpers – No hooded tops. Hooded tops are not to be brought to the academy or be used when walking to and from the academy. We recommend that all students have a coat which will keep them warm and dry during periods of wet weather. Denim and leather jackets are not permitted. Only plain black V-neck jumpers may be worn under a blazer which allow our academy tie to remain clearly visible. Vest tops over shirts/blouses are not permitted.

- 4.1.2. Students may wear a watch. Girls/Boys may wear 1 small stud in each ear. No other jewellery is permitted due to health and safety issues and liability in case of loss. Therefore, if students wish to have any part of their body pierced they must arrange this at the beginning of the Summer holidays so that the wound has sufficient time to heal. Plasters may not be worn to cover body jewellery. If students disregard this they will be isolated from other students until they comply with the regulation. If a student has their nose pierced, a small clear retainer must be worn during the school day. All other facial piercings are not permitted.
- 4.1.3. Hairstyles should not be extreme. Parents should consult, in advance, with the Head of Year if they are unsure as to the suitability of a change of style or colour. The academy shall be the arbiter of the term 'extreme'.
- 4.1.4. Make-up and nail polish are discouraged. In exceptional circumstances light foundation will be permitted to disguise skin complaints. Extreme make-up and nails in length or/and design are prohibited. Only natural colours and short, naturally shaped nails are permitted. The academy shall be the arbiter of the term 'extreme' and the terms used here to describe acceptable colours and safe nail lengths.
- 4.1.5. Academy bags should allow for the safekeeping of subject books and allow for other appropriate items to be transported to and from the academy and class. It is an academy expectation that all pupils bring a bag appropriate for school use. Small shoulder bags are not appropriate.
- 4.1.6. At times of extreme heat students will be informed by the Principal when blazers may be taken off in the academy. However, they must normally be worn on journeys to and from school and on school trips.
- 4.1.7. As with other non-uniform items, the academy reserves the right to confiscate and request that collection is made from reception or other identified staff.
- 4.1.8. **PE Uniform** - Trainers can be any colour, we accept a wide range of trainers but ask that they are suitable for sport. We recommend a trainer which has a cushioned sole and suitable grip for health and safety. No vans, converse, pump style or school shoes are allowed. Students are not permitted to wear any jewellery for PE, this is due to health and safety. Students will not be able to wear plasters covering piercings, all jewellery will need to be removed this includes clear studs so we can ensure that all students are safe when participating in PE. Hair which is longer than jaw length or/and obscures the eyes needs to be tied back. This can be done using a hair band or bobble and will need to be supplied by the student.

- 4.1.9. A reminder that the school is not liable for the loss of property. This includes jewellery that is permitted to be worn during the school day when asked to be removed for PE lessons. The school does not accept the rationale that piercings have recently been done as a reason not to remove them for PE lessons as this should not impact students learning.

4.2. Where to purchase uniform

- Supersport Uniform Shop, High Street, Tunstall, Stoke-on-Trent, ST6 5TT
- Smart School Uniform, Unit 2 Highgate Trade Park, Brownhills Road, Tunstall, Stoke-on-Trent, ST6 4JZ
- Please contact the academy if you require support with second-hand uniform.

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 Mr Meakin – Assistant Principal - dmeakin@horizonoat.co.uk, 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 Meakin – Assistant Principal - dmeakin@horizonoat.co.uk, 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 in line 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 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 annually by Mr Meakin, Assistant 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)