

Ormiston Academies Trust

## Ormiston Sudbury 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 to conduct surveys through Student Councils.

## 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, blazers and PE kit

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 Academy's uniform can act as a social leveler

3.4.7. Avoiding different uniform requirements for different cohorts

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

At Ormiston Sudbury Academy the standard uniform is as follows:

- Black trousers/tailored, pleated **knee-length** skirt or tailored shorts, white collared shirt/blouse, teal tie, blazer, academy jumper, **plain black** or **white (below the knee)** socks or plain black/neutral tights; socks OVER tights should not be worn.

- Plain black school shoes (must be 'polishable'); no canvas shoes, trainers, sandals or plimsolls

The academy uniform should be worn by all students in year 7 through to year 11. Students who arrive at the academy in incorrect uniform may be sent home to change.

- 4.1.1. The Academy blazer bears the Ormiston Sudbury Academy logo; the teal-coloured tie does not bear a logo, but both these are required uniform items for all students.
- 4.1.2. The Academy jumper bears the Academy logo but is an **optional** item of uniform for those students who wish to wear an additional layer for warmth
- 4.1.3. Black trousers/skirts, tailored black shorts and white, collared blouses/shirts may be purchased from any supplier, provided they meet the required style indicated on our website <http://www.ormistonsudburyacademy.co.uk/parents-and-carers/uniform/> Very short skirts, tight/skinny or jean-style trousers do not meet Academy expectations.
- 4.1.4. All students are required to wear a unisex, or fitted, black polo shirt, black shorts or skirts (all bearing the Academy logo), and either plain black or white sports socks. For outdoor lessons at colder times of year, our long-sleeved unisex sports top may be worn; this carries the Academy logo. For students who pursue 'Dance' as an options course, a pair of sports/dance leggings carrying the Academy logo are also recommended when signing up for the course.
- 4.1.5. In addition to expectations regarding uniform clothing:
  - Students should not wear coats/jackets, scarves, hats or gloves once in the Academy;
  - Students may wear one pair of stud earrings
  - Students may wear a wristwatch (except when in any examination)
  - Facial piercings are not permitted
  - Makeup must be minimal
  - Acrylic nails are not permitted
  - False eyelashes are not permitted
  - Hair should be **natural** colours only; students should not dye their hair in any bright or unnatural colours and anyone who does will be expected to re-dye it to an acceptable colour.
- 4.1.6. Well maintained, clean black shoes or ankle boots that have a flat heel should be worn by all students (boots may be worn with trousers only.) There should be no excessive or obvious embellishments or branding or white soles. Footwear may be laced, Velcro, buckle or slip-on. Footwear material should be leather, suede or synthetic leather (ie 'polishable'); no canvas or traditional "trainer" fabric and no open-toed sandals. For PE lessons, a pair of training shoes is required; studded football boots may also be appropriate for some lessons/for some students.

## 4.2. Where to purchase uniform

- 4.2.1. Our current supplier is Anglia School and Sports Wear and orders for blazers, ties, jumpers and PE kit may be placed through their website here (<https://www.yourschoolwear.co.uk/ormiston-sudbury-academy-241-c.asp>) In addition to these items, the supplier also offers a range of other suitable items of uniform (e.g. trousers, skirts, sports socks) The Academy also maintains a

supply of ties and these are available to purchase from the Academy; payment is via the Parent Shop, online IPayment Portal. (<https://www.ipayimpact.co.uk/IPI/Account/LogOn>)

4.2.2. A Second-hand Uniform Shop is slowly being developed and a small selection of used and old stock uniform items are available, for sale, including;

- Blazers
- Tie
- Long Sleeved sports top
- Jumpers

Prices vary dependent on condition. **All enquiries to [nlogan@ormistonsudbury.co.uk](mailto:nlogan@ormistonsudbury.co.uk)**, please include size details.

## 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-uniform days) while:

- On the Academy premises
- Travelling to and from the Academy
- At off-site events or on trips that are organised by the Academy, or where they are representing the Academy (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:

- Clean
- Clearly labelled with the child's name
- 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:

- Their child's protected characteristics
- The cost of the uniform

5.2.3. Parents are expected to lodge any complaints or objections relating to changes to the Academy uniform in a timely and reasonable manner.

5.2.4. Disputes about the cost of the uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

5.2.5. The Academy 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 all staff in line with 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:

- Is appropriate for the Academy's context
- Is implemented fairly across the Academy
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

5.4.2. The governing body will also ensure that the Academy's uniform supplier arrangements give the highest priority to cost and value for money.

## 6. Monitoring arrangements

6.1. This policy will be reviewed every two years.. At every review, it will be approved by the Principal.

## 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)