

Ormiston Academies Trust

Ormiston Bushfield 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. Chris Bishop, 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.
- 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:
 - Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of: Guidance states maximum of 4 branded items, only if 1 item is a tie.
 - Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible.
 - Limiting compulsory branded items to low-cost, such as ties, and/or long-lasting items, such as blazers
 - Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, if this doesn't compromise quality and durability
 - 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
 - Avoiding different uniform requirements for different year/class/house groups
 - Avoiding different uniform requirements for extra-curricular activities.
 - Avoiding requiring different branded items for times of the year, such as a branded dress in summer and a branded skirt in winter
 - Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters

- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 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
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 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

- Required branded items:

Blazer, Tie, Skirt, PE Polo Shirt

A lockable phone pouch is issued to all students by the Academy. This is a required uniform item, regardless of a child bringing a mobile phone to school. If a pouch is not bought to school, a red pouch will be loaned for the day and sanctions will be applied inline with all uniform expectations

- Which branded items are optional

Blue PE Hoodie (Year 10 and 11 only), Performing Arts T-Shirt with Academy logo (GCSE Performing Arts students only), Grey jumper

- Where you'll accept generic items instead of branded ones

Shirt/blouse - Collared Plain white Shirt/Blouse - worn tucked in, with top button done up.

Trousers - Smart, tailored, plain, black trousers of waist height and ankle length ○ (no jeans, denims, chinos, skinny-fit trousers, leggings, jeggings)

- Expectations for PE kit:

Students must change into the appropriate kit for health and safety reasons.

Plain Black Shorts or Black Skort or Plain Black Tracksuit Bottoms or Black Performing Arts

Leggings, Black Football socks, Sport Trainers (not hi-tops or boots)

□ Expectations for jewellery and hair

Jewellery

4.1..1.1. One small single stud in each ear, one wristwatch, and one sensible ring.

4.1..1.2. No hoops of any size, ear stretchers/spike earrings, large studs, hanging or oversized earrings.

4.1..1.3. No other visible piercings or jewellery i.e. nose, lip, eyebrow or tongue. Students are not allowed to cover such piercings with plasters, nor are they allowed to wear plastic retainers.

4.1..1.4. No bracelets or necklaces.

Hair and make-up

4.1..1.5. Hairstyles must be neat and professional. While the academy recognises and respects cultural and religious hairstyles, hair (including braids, extensions or added pieces) must be in natural colours only, with no extreme or unnatural shades (e.g. blue, pink, green, purple, scarlet etc).

4.1..1.6. Hair must not include patterns, lines, tramlines or symbols.

4.1..1.7. Shoulder-length hair should be tied back for all practical lessons.

4.1..1.8. Any religious headwear must be plain black and free from patterns or logos.

4.1..1.9. Students will be asked to remove any makeup or false eyelashes that are deemed excessive. No false nails or unnatural coloured nail varnish.

□ Expectations for coats, bags and shoes/trainers

Shoes

Plain black polishable leather/leather effect shoes ○ No branding, trainers, boots, high heels or canvas shoes

Bags and coats

Outdoor jackets should not be worn inside the Academy building. All clothing must be clearly marked with the student's name. A school bag large enough to carry books, folder and other equipment should be used. Students may need a separate bag for PE kit/Performing Arts.

- Which items are only required in specific circumstances

Football Boots (Compulsory for Football)

Shin Pads (Hockey & Football)

Gum Shield (Hockey & Rugby) – available from the Academy PE Department

4.2. Where to purchase uniform

All items are available from:

Total Clothing, Unit 9 Botolph Trading Estate, Oundle Road, Peterborough, PE2 9QP Tel: 01733 394758

Items that can **only** be purchased from the above provider are:

- Blazer
- Academy Tie
- Skirt with Academy logo
- Grey Academy jumper
- PE Polo Shirt
- Black Training Top with Academy logo
- Blue PE hoodie with Academy logo – Year 10 and 11 only
- Performing Arts T-Shirt with Academy logo – GCSE Performing Arts Students only

5. We keep a limited stock of second-hand items in the Academy. For more information please contact the main office.

6. Expectations for the academy community

6.1. Pupils

- Pupils are expected to always wear the correct uniform (other than specified non-school uniform days) while:

On the school premises

Travelling to and from school

At off-site events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Mr. Chris Bishop, Assistant Principal, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

6.2. Parents and carers

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

Parents are also expected to contact Mr. Chris Bishop, Assistant Principal, if they want to request an amendment to the uniform policy in relation to:

Their child's protected characteristics

The cost of the uniform

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.

Disputes about the cost of the school uniform will be:

Resolved locally

Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

6.3. Staff

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.

Ongoing breaches of our uniform policy will be dealt with in line with our Behaviour for Learning policy.

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](#).

6.4. Governors

The governing body will review this policy to ensure it:

Is appropriate for the academy's context

Is implemented fairly across the school

Takes into account the views of parents and pupils

Offers a uniform that is appropriate, practical and safe for all pupils

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 retendering contracts at least every 5 years.

7. Monitoring arrangements

- 7.1. This policy will be reviewed annually by Chris Bishop, Assistant Principal. At every review, it will be approved by Dennis Kirwan, Principal.

8. Links to other policies

- 8.1. 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)