

Ormiston Academies Trust

Ormiston Venture 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. Make sure that the uniform costs the same for all pupils

2.2.2. Allow all pupils to have long hair (whilst reserving the right to ask for this to be tied back)

2.2.3. Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable

2.2.4. Allow pupils to request changes to swimwear for religious reasons

2.2.5. Allow pupils to wear headscarves and other religious or cultural symbols

2.2.6. Allow for adaptations to the policy on the grounds of equality by asking pupils or their parents to get in touch with Nicole Rossage, Vice Principal, nrossage@ormistonventureacademy.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 taken steps to minimize the cost of purchasing school uniform. Whilst items with a logo can be purchased from our supplier, other items such as trousers/skirts/shirts/blouses can be purchased from high street and supermarket retailers. Suggested links to other retailers can be found on our website at <https://www.ormistonventureacademy.co.uk/uniform1>

3.2. 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.

- 3.3. 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.
- 3.4. We will make sure our uniform:
- 3.4.1. Is available at a reasonable cost
 - 3.4.2. Provides the best value for money for parents/carers
- 3.5. We will ensure this by:
- 3.5.1. Carefully considering whether any items with distinctive characteristics are necessary
 - 3.5.2. Limiting any items with distinctive characteristics where possible, for example a blazer
 - 3.5.3. Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
 - 3.5.4. 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
 - 3.5.5. Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
 - 3.5.6. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
 - 3.5.7. Avoiding different uniform requirements for different year/class/house groups
 - 3.5.8. Avoiding different uniform requirements for extra-curricular activities
 - 3.5.9. Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
 - 3.5.10. Making sure that arrangements are in place for parents to acquire second-hand uniform items
 - 3.5.11. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
 - 3.5.12. 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

Uniform Guidelines

Blazers: Must be approved Ormiston Venture Academy Blazer. Blazers must be worn at all times, both indoors and outdoors, whilst at the Academy. In the case of warm weather, students may request to remove their blazers while in lessons. In extremely warm weather, students will be informed that they may travel around the Academy without their blazers or wear PE uniform as an alternative..

Tie: Ties must be approved Ormiston Venture Academy ties and should be worn at all times by the boys.

Jumpers: Must be approved Ormiston Venture Academy jumpers and can be worn under blazers in cooler weather at all times but may be removed in cases of warm weather at the students' discretion. No other jumpers or hoodies should be worn underneath blazers.

Shirts: Boys shirts must be white, button up shirts. These may be purchased at any retailer. Shirts are required to be buttoned up to the top, so please ensure a comfortable fit when purchasing.

Blouses: Girls are to wear a v neck blouse (not a collared shirt) these can be purchased from our uniform supplier.

Shoes: No trainers may be worn at any time (excluding PE) at the Academy. Only proper, all black school shoes may be worn, with no visible branding of any kind. Girls may wear black 'dolly' shoes, but they may not have any embellishments (glitter, gems, etc.) or any other colour on them. No exceptions will be made to this rule without a doctor's certificate. Notes from parents/carers will not be accepted.

Trousers: Trousers can be purchased from Harrisons School Wear or alternative suppliers (examples are on our website) but must be grey (Black or dark grey will not be allowed)

Skirts: Skirts can be purchased from Harrisons School Wear or alternative suppliers (examples are on our website). They need to be at least knee length, pleated and grey (black and dark grey will not be allowed) and may not be 'rolled up' to achieve a shorter length.

Belts: black belts with plain buckles are allowed.

Socks: Socks should be plain black, plain grey or plain white. Girls may wear black or skin-colour tights with skirts. These may not be patterned in any way. Alternatively, girls may wear short socks, which must be plain white, plain black or plain grey. No knee socks (over or under the knee) will be allowed.

Jewellery: There is no jewellery allowed at the Academy. This includes earrings and retainers. As piercings normally take around 6 weeks to heal, please ensure that any new piercings take

place at the start of the summer holiday, as they will not be allowed to remain in during school time. Any jewellery / retainers seen will be confiscated*

Make-up: Natural make up may be worn at the Academy. No bright colours or heavy application will be allowed.

Nail Varnish: Only natural nails will be allowed at the Academy. French manicures are acceptable provided they are not patterned or embellished. Nails are to be of a natural length for health and safety in practical lessons and activities within the academy.

Hair: No extreme cuts or colours, including two coloured hair, will be allowed at the Academy. Hair should be neat and tidy. Dyed hair must be of a natural colour (one tone). All hair accessories must be small in size and in school colours: red, black, white and grey are acceptable.

PE Kit: Students are responsible for bringing PE Kit to the Academy when necessary. Failure to do so will result in a sanction from the PE Faculty. PE kit consists of red Ormiston Venture polo top (Must be approved Ormiston Venture Academy PE top), plain black shorts (non branded), red and black socks, and sports trainers not leisure trainers such as Vans or Converse. All of the kit is available from Harrisons.

Additional kit can be worn during winter and this consists of: plain black base layers worn underneath usual polo top and shorts. Girls are not permitted to wear tights but can wear black leggings. Or plain black jacket and tracksuit bottoms (no logos, stripes or coloured zips etc.). Students must still wear all parts of their normal kit. These layers are 'additional.'

No mobile phones or electronic devices are allowed at the Academy. We understand that some students have these for travel to and from the academy so we apply that If they are seen or heard, they will be confiscated*

*If an item is confiscated, it can only be retrieved by a parent/carer after the end of the Academy day. We will not be held responsible for lost or stolen items, and therefore encourage students not to bring these items to the Academy.

4.2. Where to purchase uniform

4.2.1. Full details can be found on our website: [about \(ormistonventureacademy.co.uk\)](http://about.ormistonventureacademy.co.uk)

- Information about second-hand uniform:
 - The academy runs a uniform swap shop at academy events such as parents evenings, academic review days etc. Outside of these times, for further information please contact the academy directly on 01493 662966 to discuss.

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 should contact the Assistant Principal or College Leader 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 the Assistant Principal or College Leader attached to the students college 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 under the terms 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.

6. Monitoring arrangements

- 6.1. This policy will be reviewed two yearly by the Principal. At every review, it will be approved by the Local Governing Body committee.

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)