

Ormiston Academies Trust

Ormiston Venture 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 Mrs. P Richards, SENDCo 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. 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 [Ormiston Venture Academy - Uniform](#)

3.2. 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.

- 3.3. 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.
- 3.4. We will make sure our uniform:
 - Is available at a reasonable cost
 - Provides the best value for money for parents/carers
- 3.5. We will ensure this by:
 - 3.5.1. Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - For Secondary Schools, guidance states a maximum of 4 branded items
 - 3.5.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible
 - 3.5.3. Limiting compulsory branded items to low-cost and/or long-lasting items, such as ties (male students only)
 - 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
 - 3.5.6. Avoiding different uniform requirements for different year/class/house groups
 - 3.5.7. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
 - 3.5.8. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
 - 3.5.9. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
 - 3.5.10. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
 - 3.5.11. 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

- 3.5.12. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.5.13. 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
- 3.5.14. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.5.15. 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

At Ormiston Venture Academy it was highlighted in our Outstanding Ofsted report that 'Students wear their uniforms with pride'.

We ensure the highest of standards to enable us to focus on the conversation of learning and students' education. It is this focus that enables our students to achieve so highly and realise their full potential.



4.1.1.

Ormiston Venture Academy uniform includes:

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. Blazers can be purchased from our uniform supplier Harrisons Schoolwear.

Tie: Ties must be approved Ormiston Venture Academy ties and should be worn at all times by male students. Ties can be purchased from our uniform supplier Harrisons Schoolwear.

Jumpers: Must be approved Ormiston Venture Academy jumpers should be worn under blazers in cooler weather, but may be removed in cases of warm weather at the students' discretion. *Jumpers are not a mandatory uniform requirement*, but those students wishing to wear one underneath their blazer must ensure that it is the approved academy jumper available from Harrisons Schoolwear.

Shirts: Boys shirts must be white, long-sleeved, 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 and other outlets.

Trousers: Trousers can be purchased from our uniform supplier Harrisons Schoolwear or Asda but must be grey (Black or dark grey will not be allowed).

Skirts: Skirts can be purchased from Harrisons Schoolwear or Asda. 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. Further information is available at: [Ormiston Venture Academy - Uniform](#)

Belts: black belts with plain buckles are allowed.

Socks: Socks should be **plain** black, plain grey or plain white. No logoed sports socks are permitted. 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.

4.1.2. Expectations for uniform items:

- Uniform items must be fit for purpose and meet standards of modesty

4.1.3. Expectations for 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 mid thigh and loose fitting shorts (non branded), red and black socks, and sports trainers not leisure trainers such as Vans or Converse. The PE top is available from Harrisons Schoolwear, other kit items can be

purchased from other retailers.

- #### 4.1.4.
- 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. Dyed hair must be of a natural colour (one tone). Hair should be neat and tidy. All hair accessories must be small in size and in school colours: red, black, white and grey are acceptable.

- 4.1.5. **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
- 4.1.6. Uniform items, including suitable footwear, will be loaned by the Academy/s Learning Cultures team as required.

4.2. Where to purchase uniform

- 4.2.1. Full details can be found on our website at [Ormiston Venture Academy - Uniform](#)

Harrisons Schoolwear: [Harrisons Schoolwear](#)

[Grey Permanent Pleat Girls School Skirt 2 Pack | School | George at ASDA](#)

- 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 are also expected to contact Mrs. N. Rossage, Vice Principal at nrossage@ormistonventureacademy.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 Mrs. N. Rossage at nrossage@ormistonventureacademy.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 in accordance with the school's complaints policy.
- 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 Ormiston Venture Academy's 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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

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 in line with Ormiston Academies Trust timelines by the Vice Principal. At every review, it will be approved by the Governing Body.

7. Links to other policies

7.1. 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)