

Ormiston Academies Trust

Ormiston Meridian 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.....	5
4.1. The academy uniform	5
4.2. Where to purchase uniform.....	5
5. Expectations for the academy community	5
5.1. Pupils	5
5.2. Parents and carers.....	5
5.3. Staff	6
5.4. Governors	6
6. Monitoring arrangements.....	7
7. Links to other policies	7

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 Heads of Year & Pastoral Managers & SLT, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

3.1. The academy works to support social and economic environment of all students and where possible will support parents & carers that their child is correctly dressed.

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 grey academy blazer with logo to be worn over a white shirt & school tie and black V neck jumper (if wanted) with no brand logos. Black knee length skirts (tailored and not made from stretch fabric) and/or black tailored trousers (or shorts in summer term only). Black ankle socks with a leather shoe; no trainers, pumps or boots.
 - 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

4. 1. 1 Grey blazer with Academy logo. Blazers are to be worn on route to and from the Academy as well as during the Academy day. Students should wear their house badge on their lapel.
4. 1. 2 Plain white traditional school shirt with collar to take a tie and top button fastened.
4. 1. 3 Shirt tucked into the waist.
4. 1. 4 Plain black shalwar kameez over school shirt and tie. Plain black/grey hijab.
4. 1. 5 Clip on tie – Royal blue and amber with double stripe.
4. 1. 6 Smart tailored plain black trousers. No jeans, denims, chinos, cords, combats, hipsters, skinny fit, recent fashion trends or other casual trousers.
4. 1. 7 Plain black regulation tailored school skirt of knee length, no close fitted elasticated skirts are allowed, (skirts must be a tailored fit)
4. 1. 8 Plain black ankle socks, black or neutral colour tights.
4. 1. 9 Plain black leather/leather look, fabric, canvas or suede, black patent shoes with low heels. No pumps or trainer-like shoes, no boots, sandals or sling backs. No footwear with logos allowed.
4. 1. 10 Plain black V necked woollen sweater (optional). No cardigans. The woollen sweater should not be worn without the blazer. If too warm, the sweater must be removed – not the blazer.
4. 1.11 Outdoor coat in plain black or navy blue for cold/wet weather. No hooded or leisure/sports tops.
4. 1. 12 Students who come in not wearing the correct academy uniform may be isolated or be sent home to change.
4. 1. 13 Decisions regarding the suitability of uniform items remain at the Principal's discretion.

4.2. Where to purchase uniform

School's in! sell the academy's blazer, tie, school skirt with logo and PE Uniform. All other items of clothing can be purchased from other outlets. School's in! can be found locally in the Meir estate at the following address; 41 Weston Rd, Meir, Stoke-on-Trent ST3 6AB, UK. Contact: Mr D. Moulton Tel: 01782 310111 Email: sales@all-schoolwear.co.uk <https://www.schoolsinuniform.co.uk/product-category/ormiston-meridian-academy-2/>

4.3. Hairstyles, make up and jewellery

4. 3. 1 Hairstyles should be neat and tidy, of a nature that would be acceptable within a professional environment. Examples of hairstyles that are not acceptable include: lines or patterns shaved into students' hair, unnatural colourings in students' hair, dramatic 'steps' or changes in length. Where changes in length do occur, these should be graduated. This list is not exhaustive but offers examples of hair style choices which would not be considered appropriate in a professional environment.
- 4.3.2 Interpretation of the policy will be at the Principal's discretion. If you are unsure if a hairstyle would be acceptable to the Academy, you are advised to contact the Academy for clarification before the haircut takes place.
- 4.3.3 Students who choose to wear their hair long should have a bobble with them to tie their hair back when required for health and safety reasons. Any hair accessories (e.g. headbands) should be plain black, blue or grey.
- 4.3.4 If a student's hairstyle is in breach of this policy, the student will be educated in isolation.
- 4.3.5 Make-up and nails – all make-up should be natural with no excessive colours, no excessive false

ACHIEVING MORE TOGETHER

- eyelashes, no strong eyeliner, no nail extensions.
- 4.3.6J Jewellery/Piercings – one small single stud earring in each earlobe is accepted. One wristwatch is allowed.
 - 4.3.7 No hoop earrings, no ear stretchers/tapers/spike earrings, large earrings or retainers are to be worn.
 - 4.3.8 No other visible facial or body piercings e.g. nose, lip, eyebrow. No visible facial or body tattoos.
 - 4.3.9 Bracelets and necklaces or chains are not allowed.

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 Heads of Year & Pastoral Team 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 S Darlington Vice Principal 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 by please see behavior policy on polices page on the website.

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 termly by Mr S Darlington Vice Principal. At every review, it will be approved by Mr S Darlington – Link Governor.

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)