

Ormiston Academies Trust

Ormiston Victory Academy Uniform Policy

Policy version control

Policy type	OAT Mandatory
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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

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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 or their parents to get in touch with the Vice Principal for Student Engagement, who can answer questions about the policy and respond to any requests

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
- 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 school's uniform can act as a social leveler
- 3.4.7. Avoiding different uniform requirements for different year/class/house groups
- 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

Academy Uniform (Required all year)

- Branded Academy black blazer (**compulsory**)
- Black trousers (**generic**)
- Branded Academy checked grey skirt (**optional**) New from September 2023
- Grey tailored shorts – summer term only (**generic**)
- Plain white shirt (**generic**)
- Branded Academy tie – students in Year 7 as of September 2023 will wear a **SKY-BLUE TIE (compulsory)**
- Branded Academy V neck jumper (**optional**) *
- Plain black/white or grey socks/tights (**generic**)
- Black polishable footwear – No trainers (**generic**)

*Our preference is for students to wear the branded Academy V neck jumper, however a plain black knitted V neck jumper is permitted as an alternative



New from September 2023
Students can choose to wear trousers or a skirt. Skirts **must be** purchased from our uniform provider



Compulsory = branded and purchased from our uniform provider

Generic = can be purchased from any provider

Optional = if selected, this must be purchased from our uniform provider

Please note, in exceptional circumstances, academy logo badges may be requested to sew on to a plain black blazer – please email: studentservices@ormistonvictoryacademy.co.uk

PE Kit (Required all year)



Students must wear:

- Branded Academy polo shirt (**compulsory**)*
- Branded Academy tracksuit top during colder weather (**compulsory**)*
- Plain black shorts - discreet logo permitted (**generic**)
- Plain black tracksuit bottoms - discreet logo permitted (**generic**)
- Plain black sport leggings (**generic**)
- Plain black/white sports socks (**generic**)
- Sports trainers (**generic**)

*Our preference is for students to wear the branded Academy sportswear, however a plain black polo shirt and sweatshirt (not hooded) are permitted providing the logo is discreet.

Safety is of utmost importance to us; therefore, we insist all students wear a suitable pair of training shoes in all PE lessons. Plimsolls, pumps or high tops, e.g. Converse are not permitted.

During relevant sporting seasons, shin pads and gum shields are recommended, but not required for PE lessons. However, these are required, along with football boots for competitive school football/rugby fixtures.

Students are permitted to attend school wearing the correct PE kit **ONLY** on their timetables PA days.

Students are required to wear their PE kit even if not taking part in the lesson.

Uniform Guidelines

- Students are required to wear blazers at all times. They may be removed in class if the teacher gives permission to do so.
- Ties are **compulsory** for **all** students; As of September 2023, tie colours are as follows; Year 7 – Sky blue, Year 8 – red, Year 9 – black, Year 10 – pink, Year 11 – purple.
- Top shirt buttons must be done up at all times.
- Ties must be tied to cover the top button and reach belt length.
- Shirts and blouses are to be plain white, completely tucked in and buttoned up. Collars should not have any buttons or trims.
- All students have the choice of trousers or a skirt. No fashion, jean style or stretchy trousers. **Those wishing to wear a skirt, this must be the academy grey pleated skirt from our uniform provider. New from September 2023**
- When wearing a skirt, plain black/white or grey socks or tights must be worn. Socks can be knee or ankle length.

- Students are required to wear sensible black polishable shoes. Canvas shoes are not permitted. Sensible leather ankle boots are permitted.
- PE shorts must not be fashion or stretchy mini short style and appropriate for school sports.
- If a student wears a belt, it should be plain and black.
- No jewellery is permitted apart from a watch and one pair of small, plain metallic or diamanté ear studs worn in the ear.
- Any fresh piercing will need to be removed, or a clear/flesh coloured retainer worn. Facial and Body piercings are not permitted.
- Make up must be natural looking; no large false eyelashes, bright lipstick or bold eyeliner. No excessively painted or drawn on eyebrows.
- Colourless nail varnish is acceptable. Nail gel, false/acrylic nails or nail tips are not permitted.
- Students are not permitted to wear hooded sweatshirts as part of the uniform or as a coat.

4.2. Where to purchase uniform

4.2.1. The branded items of uniform need to be purchased via our provider, on-line, by telephone or by order form (available from the academy), posted directly to the supplier:

- Online: www.swischoolwear.co.uk and order via DIRECT TO PARENT.
- By Telephone: 01928 752 610 - Option 1

4.2.2. Unbranded items can be bought more widely, e.g. from 'high-street' retailers

4.2.3. We run a successful second-hand uniform shop – you can donate if you're able to, but equally we'd love everyone to just commit to donating your unwanted items back to us. Coats, shoes and trainers are as welcome as regular uniform items. Please contact studentservices@ormistonvictoryacademy.co.uk if you'd like to find out more about how we can help you.

4.2.4. Financial support for uniform may be available for the Anguish Educational Foundation. You can find more information regarding Anguish's Educational Foundation by calling 01603 621023 or email info@norwichcharitabletrusts.org.uk

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 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:

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 Head of Year 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 as detailed in the Behaviour 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 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 at least annually by the Vice Principal – Student Engagement. At every review, it will be approved by the full 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)