

Ormiston Academies Trust

Thomas Wolsey Ormiston 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. 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 Helen Dickenson or Emily Webster who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

- We recognise that some of our pupils will need daily changes of uniform and at times, may require additional changes during the school day.
- We recognise that our pupils come from a wide range of socio-economic backgrounds and uniform should be affordable for all.
- In order to limit the cost of school uniform the following measures are in place:
 - Uniforms are simple and can be purchased from any available outlet (black bottoms, white polos, black sweatshirt/cardigan for secondary, red sweatshirt/cardigan for primary)

- Second-hand uniform items are available at the front of school, this includes shoes – a box is available for donations
- A store of second-hand clothes are kept in school bathrooms for any child requiring a change during the day. (We request that these are returned to school once laundered).
- Although we encourage all pupils to have the school logo on their sweatshirt, we do not insist on this as long as the pupil's top is in accordance with their departmental colour.
- There is no specific PD uniform
- There is no specific outdoor 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

- We take pride in our uniform but also take a practical approach.
- In addition to our uniform being affordable for all, (3.) it must facilitate both maximum mobility and sensory regulation as well as supporting maximum independence.
- All the following considerations will be taken into account in deciding what is appropriate for any one pupil
 - The need for looser-fit clothing such as jogging bottoms, leggings or black trainers
 - The need for specialist items of clothing that are needed to support mobility and maximise comfort such as Pedro boots
 - The need for items which are easy to put on and take off such as zipped hoddies and jogging bottoms for pupils with limited mobility and unable to dress themselves
 - The need for adaptations to items such as a white T-shirt rather than a polo shirt to reduce the need for fastenings where this would allow a pupil to dress themselves with greater independence

4.2. Where to purchase uniform

4.2.1. Uniform with the school logo can be purchased from [School Trends](#)

4.2.2. Uniform items can be purchased from any major retailer.

4.2.3. Second-hand and nearly-new uniform is available at the front of school. There is a box for donations.

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 one of the Co-Principals Helen Dickenson or Emily Webster 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 one of the Co-Principals Helen Dickenson or Emily Webster 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 the Co-Principals Helen Dickenson or Emily Webster.

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

6. The governing body will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money by periodically cross-checking prices with competitors.

7. Monitoring arrangements

8. This policy will be reviewed in line with OAT's internal policy schedule and/or updated when new legislation comes into force. At every review, it will be approved by the Co-Principals.

9. Links to other policies

9.1. This policy is linked to our:

- Behaviour for learning policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy