

Ormiston Academies Trust

# Ormiston Denes 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. 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. Make sure that the uniform costs the same for all pupils
- 2.2. Allow all pupils to have long hair (whilst reserving the right to ask for this to be tied back)
- 2.2. Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- 2.2. Allow pupils to request changes to swimwear for religious reasons
- 2.2. Allow pupils to wear headscarves and other religious or cultural symbols
- 2.2. Allow for adaptations to the policy on the grounds of equality by asking pupils or their parents to get in touch with the Head of Year in the first instance who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of school uniform

3.1. Ormiston Denes Academy recognises and appreciates the challenges some families may face financially. Non branded items such as grey trousers, black socks, white shirts and black shoes can be purchased from any high street shop or supermarket. Where Ormiston Denes Academy uniform consists of specific branded items, these are available from local retailer Screens and promoted at transition events. The academy encourages families to use the school swap shop and donate/reuse uniform rather than buying new. The academy has a small uniform supply to loan to students who are in need on a daily/weekly basis, including ties and shoes. The pastoral team are committed to signposting families to available external support/funding, on a case by case basis.

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

Students are expected to wear the following items of uniform;

Branded items; Blue blazer with gold Ormiston Denes Academy badge, blue and burgundy striped tie.  
Optional branded item of checked pleated skirt (all available from local retailer Screens)

Generic items; white shirt (short or long sleeves), grey tailored trousers (trousers must be standard uniform tailored trousers. We will not accept skinny fit or cropped, denim or jersey material trousers.), plain dark grey or black socks (including knee high socks) or black/natural/dark grey tights, black shoes. A grey v-neck wool jumper is also optional - no sports styles are accepted.

For PE, students are expected to wear; blue crew neck t-shirt, blue shorts (unless blue skirt or blue tracksuit bottoms (purchased from Screens), plain blue football socks and trainers or football boots where appropriate. Optional PE items: students may wear blue ODA branded quarter zip jacket, black base layer worn under PE kit in colder weather, blue skirt, blue tracksuit bottoms, blue and white football socks and shin pads.

Students are expected to wear black, polishable shoes which can be Velcro, slip on or lace up. Black polishable boots are permitted. Medical evidence is expected if a student cannot wear school shoes for any reason. Please note the following footwear is not acceptable: sandals, heeled or fabric boots including ugg-style boots, trainers/trainer type shoes or shoes with logos/stripes, or plimsolls.

Fashion belts, wide, coloured and/or ornate designer are not allowed, however a slim, plain black belt with a small, simple buckle can be worn. Buckles should be of a discreet size (no more than 5cm diameter).

Students are expected to borrow spare uniform and shoes in the first instance, should they not have their own.

Hair should be of a natural colour, and should be one consistent colour all over.

Make up should be of a natural, discreet look. False eye lashes are banned and would be expected to be removed. The school has the right to ask students to remove any excessive make up. Students who do not meet these expectations will be sanctioned in accordance with the behaviour policy.

Nail varnish is not permitted – false nails (including professional manicured nails) are not allowed, and students will be expected to remove these. Students may be expected to remove colour and file nails down if immediate removal is not possible. Students who do not meet these expectations will be sanctioned in accordance with the behaviour policy.

Jewellery of any description should not be worn. Students are expected to remove and hand in any items of jewellery for parental collection. Clear retainers are not permitted, nor are plasters covering piercings. Students who do not meet these expectations will be sanctioned in accordance with the behaviour policy.

Students are permitted to wear a wristwatch. Smart watches are not permitted for any other purpose than telling the time.

Students are expected to bring a bag with their equipment in. We recommend a medium sized ruck sack which can fit a water bottle, PE kit, and 5 a day including the A5-sized knowledge organiser.

We recommend that students bring a hooded coat with them, to protect them from all weathers on their journey to and from the academy and around school site. Coats are not permitted to be worn indoors. Hoodies are not permitted at all on school site and are expected to be removed at the gate.

Hats and scarves are not permitted inside the school building.

Any clothing featuring offensive language or symbols will be confiscated.

In extreme weathers, the academy will communicate with families as to any amendments to the uniform policy based on the specific situation.

## 4.2. Where to purchase uniform

- 4.2. Parents and carers can obtain the branded items of uniform from Screens in Lowestoft
- 4.2. The non branded items can be purchased from any high street store or supermarket with a clothing section such as Tesco or Asda
- 4.2. Parents and carers are encouraged to use the School Website for information regarding the Swap Shop
- 4.2. We understand that the cost of uniform can be challenging to some, and will support families in accessing support discreetly if required, by contacting year teams

# 5. Expectations for the academy community

## 5.1. Pupils

- 5.1. 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. Pupils are also expected to contact their Head of Year in the first instance if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## 5.2. Parents and carers

- 5.2. 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. 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. Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.
- 5.2. 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. The school will work closely with parents to arrive at a mutually acceptable outcome.

## 5.3. Staff

- 5.3. 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. Ongoing breaches of our uniform policy will be dealt with by through the behaviour policy, whereby students may need to spend time in the Reflection Room until the policy can be adhered to. For serious or persistent concerns or where other strategies have been unsuccessful, students may be taught separately from their peers or sent home for the infringement to be rectified. Ormiston Denes Academy reserves the right to determine what constitutes acceptable in regards to student presentation/appearance.
- 5.3. 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. 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. 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 annually by the Assistant Principal for Behaviour. At every review, it will be approved by governing 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)