

Ormiston Academies Trust

## Ormiston Rivers 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 their Head of Year, who can answer questions about the policy and respond to any requests

## 3.Limiting the cost of school uniform

3.1. Ormiston Rivers Academy recognises and appreciates the challenges some families may face financially. Non branded items such as black trousers, black socks, white shirts and black shoes can be purchased from any high street shop or supermarket. Where Ormiston Rivers Academy uniform consists of specific branded items, these are available from [www.yourschoolwear.co.uk](http://www.yourschoolwear.co.uk) or by contacting school main reception and are promoted at transition events. The academy encourages families to use the school second hand events and donate/reuse uniform rather than buying new. 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:
  - 3.4.1. 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.
  - 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

**Students are expected to wear the following items of uniform;**

**Branded items;** (all available directly from the Academy supplier [www.yourschoolwear.co.uk](http://www.yourschoolwear.co.uk) or via the Academy by emailing [speterson@ormistonriversacademy.co.uk](mailto:speterson@ormistonriversacademy.co.uk))

- Academy Blazer with blue trim and Ormiston Rivers Academy Badge blue
- Ormiston rivers school tie.
- Optional branded item of Ormiston Rivers Academy mock kilt skirt – skirt length must be near the knee.
- Optional branded item of Ormiston Rivers Academy school jumper. Hoodies or other jumpers are not permitted and should not be worn at any time on school grounds.

**Generic items;**

- White school shirt (short or long sleeves) that can be done up to the top button
- Plain black tailored school trousers (trousers must be standard uniform tailored trousers. We will not accept skinny fit or cropped, denim or jersey material trousers, leggings or jeggings.)
- Plain black socks (including knee high socks) or black/natural tights
- Plain black leather look shoes with no white or coloured logos or stitching. (We do not allow suede shoes, boots, slingbacks, wedges or trainers with mesh or other non-leather look material like 'Nike Air Max'). Medical evidence is expected if a student cannot wear school shoes for any reason.
- 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 lesson equipment.
- 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 permitted to be worn in corridors but must be removed when entering a classroom. Hats and scarves are not permitted inside the school building.

Students are expected to borrow spare uniform and shoes in the first instance, should they not have their own. Uniform issues will be sanctioned in line with the school behaviour policy.

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.

**For PE, students are expected to wear the following:**

**Branded items:**

- Black polo shirt with blue trim and Academy logo
- Plain Black Shorts with Academy logo

- Optional - ORA leggings – can be worn in place of PE shorts

**Generic items:**

- Long plain black socks
- Football boots - Studs, whether molded or metal, should be well rounded with no sharp edges or ridges that could cause injury or be deemed as dangerous to the person wearing them or others. Studs should be checked on a regular basis. Further information can be found on the RFU website: [RugbySafe Essential Guides and Templates \(FINAL\).pdf](#)
- Training shoes with non-marking soles (not plimsolls, Vans, Converse etc.)
- Shin pads
- Optional - Plain black underlayers – these can be purchased from any supplier to be worn underneath the compulsory PE kit. These items should not have large logos on them.

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

**Hair:**

- Hair should be of a natural colour and should be one consistent colour all over. Hair should be no less than grade 2 all over, tramlines are not permitted. Shoulder length hair should be tied back for all practical lessons.

**Makeup and Jewellery:**

In September 2024 we introduced a change to our policy regarding makeup and jewellery which is being phased in. For the academic year 2024-25, the new expectations apply to Year 7 only. Moving forward the expectations will be implemented with each new year group that joins the Academy:

- Students can wear minimal, natural make up. False eyelashes are not permitted and would be expected to be removed. The school has the right to ask students to remove any make up. Students who do not meet these expectations will be sanctioned in accordance with the behaviour policy.
- False nails are not permitted including professionally manicured nails. Only clear nail polish is permitted – no colour polish or French manicure. Nails must be short and suitable for PE and technical subjects for Health & Safety reasons and to avoid injury to themselves and others. Students will be expected to remove colour using nail varnish remover. If this is not possible immediately students will be sanctioned in accordance with the behaviour policy.
- Students may wear a wristwatch and one pair of stud earrings (one in each ear). No other form of facial or body piercing is permitted. Clear retainers are not permitted, nor are plasters covering piercings. Any inappropriate jewellery will be confiscated and placed in the school safe. However, the Academy cannot accept responsibility for the safe keeping of jewellery or any item which is not permitted as part of the uniform policy and therefore any items which are brought into the Academy are at your own risk.

For students in Year 8 -11, the current expectations for academic year 2024-25 are:

Decision making is allowed for students themselves around appropriate make up, jewellery and nail colour;

- Only studs or small sleeper earrings smaller than a 5p may be worn. Earrings must be removed for practical subjects to ensure the safety and wellbeing of our students during these activities. New piercings will still have to be removed for PE.
- Makeup may be worn but must remain subtle/discrete.
- Eyelashes may be worn whether it be extensions or glue on eyelashes.
- Jewellery – items such as watches, bracelets, rings or necklaces can be worn. However, they must be removed during practical lessons. Necklaces and bracelets must be tucked out of sight.
- Nails – coloured, painted, false or extensions of nails are permitted. However, they must be to a safe length that allows students to safely participate in physical activities whilst not causing any possible harm to themselves or others.

#### 4.2. Where to purchase uniform

- Parents and carers can obtain the branded items of uniform from the Academy supplier [www.yourschoolwear.co.uk](http://www.yourschoolwear.co.uk) or via the Academy by emailing [speterson@ormistonriversacademy.co.uk](mailto:speterson@ormistonriversacademy.co.uk)
- The non branded items can be purchased from any high street store or supermarket with a clothing section such as Tesco or Asda
- 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.
- Second hand uniform sales are also held at the Academy throughout the year. Parents/carers will be notified of these via the school newsletter.

## 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 the 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

5.2.1. 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 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 in the reflection room or sent home for the infringement to be rectified. Ormiston Rivers Academy reserves the right to determine what constitutes acceptable in regards to student presentation/appearance.

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.

## 6. Monitoring arrangements

6.1. This policy will be reviewed annually by the Assistant Principal for Behaviour and Attitudes. At every review, it will be approved by governing committee.

## 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)