



Ormiston Academies Trust

Ormiston Ilkeston Enterprise 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 Miss Cowling, 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

4.1.1. The following branded items are required:

- An academy blazer with school logo
- An academy tie

4.1.2. The following items are non-branded and can be purchased widely from retailers including secondhand retailers:

- Black full length tailored trousers/and knee length skirt (no Lycra skirts and leggings are not permitted)
- White shirt (tucked in)
- Black v-neck jumper (optional)
- Plain black school shoes (trainers are not permitted except for during PE and dance lessons)

4.1.3. Expectations for PE kit

The following items can be purchased from Hamilton's

- Academy PE polo shirt with logo
- Academy mid layer (optional)

The following items are non-branded and can be purchased widely from retailers including secondhand retailers:

- Plain black shorts, tracksuit bottoms or sports leggings
- Trainers/suitable footwear

4.1.4. Expectations for jewellery and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)

Permitted jewellery:

- One wristwatch
- One plain gold or silver stud in each earlobe
- One ring on each hand

Unacceptable jewellery:

- Bracelets, chains, necklaces, charity bands, bangles, beads and anklets
- Piercings in any other part of the head or face (i.e. nose, lip, tongue, and eyebrow) are not permitted and must be removed whilst in the academy

Hair:

- It is our policy to expect any student's hair to be of a reasonable, natural length and appearance.
- Extreme haircuts or unnatural colours are not permitted
- Tramlines or lines shaved into the head are not permitted

4.1.5. Expectations for shoes, bags and coats

- All students are expected to wear plain black school shoes (trainers are not permitted)
- All students are expected to bring a bag to school large enough to carry school equipment such as an A4 folder

- Students are permitted to wear an outdoor coat over their blazer to travel to and from school. The coat must not be worn instead of the blazer. Hoodies are strictly prohibited.

4.2. Where to purchase uniform

- 4.2.1. Branded uniform items can be purchased from Hamilton's, 41-43 Granby Street, Ilkeston, Derbyshire, DE7 8HP. Email: info@hamiltons.biz Telephone: 0115 932 6333.
- 4.2.2. Non branded items can be bought more widely, from high-street retailers.
- 4.2.3. Second hand uniform items can be purchased from student reception (subject to availability).

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.
- 5.1.2. Pupils are also expected to contact Miss Cowling via safeguarding@oiea.co.uk, 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 Miss Cowling via safeguarding@oiea.co.uk 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 in line with our Behaviour for Learning 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 by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

6.1. This policy will be reviewed every two years by Miss Cowling Assistant Principal/DSL. At every review, the policy will be approved by the full governing body.

7. Links to other policies

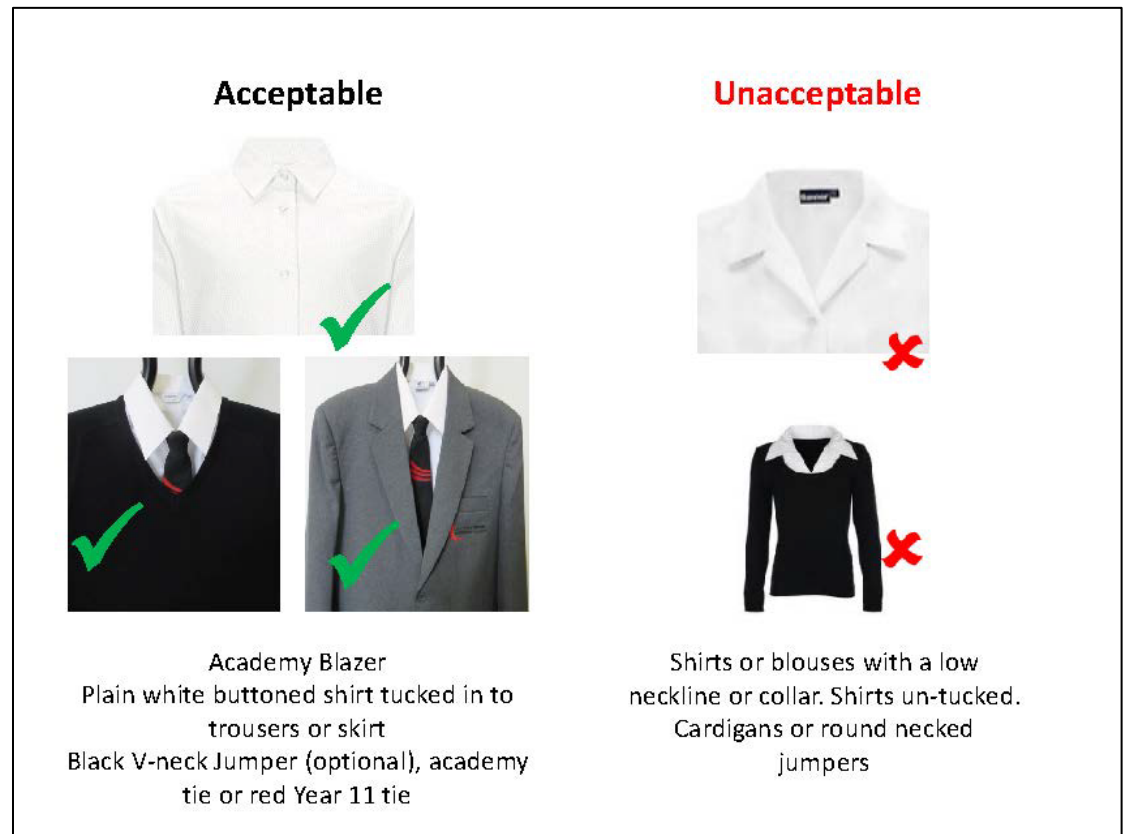
7.1. This policy is linked to our:

- Behaviour for learning policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Charging and remissions policy (for any references to charging)



8. Appendix 1

Examples of acceptable and unacceptable items of clothing, hairstyles and makeup.



Examples of acceptable styles of footwear



Examples of unacceptable styles of footwear



Acceptable Jewellery

Jewellery to be kept to a minimum (One ring per hand, one stud per ear, a wrist watch)



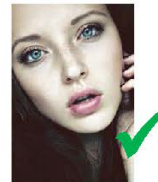
Unacceptable Jewellery

Bracelets
Body piercings, eg studs, rings, bars for nose, eyebrows or tongues



Hairstyles, make up and other clothing

Natural shades of lipstick and eye make up.



Suitable outdoor coat



Forbidden in the academy

- Extreme hairstyles and colours (No bright unnatural hair colours, no patterns or tramlines cut into the hair)
- Excessive or brightly coloured make-up
- Caps
- Hooded tops
- Denim and leather clothing
- Long nails, acrylics nails or bright nail varnish

