

Ormiston Academies Trust

Sandymoor Ormiston Academy Uniform policy

Policy version control

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Contents

1. Aims	3
2. Legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for academy uniform	5
4.1. The academy uniform	5
4.2. Where to purchase uniform	7
5. Expectations for the academy community	7
5.1. Pupils	7
5.2. Parents and carers	8
5.3. Staff	8
5.4. Governors	8
6. Monitoring arrangements	9
7. Links to other policies	9

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 your child's head of year who can answer questions about the policy and respond to any requests

3.Limiting the cost of school uniform

3.1. When consulting our community with regards to our community, we requested that certain factors be considered, such as:

- The socio-economic status of your academy community
- Pupil demographics
- Uniform of neighbouring schools or other OAT academies
- Views of your school community

- 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, for example only our blazer, tie and PE top display our logo
 - 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. Academy expectations

Uniform

Items of uniform required

Navy Sandymoor blazer

Plain white shirt

Navy and grey Sandymoor tartan skirt or charcoal grey trousers

Navy or grey socks / Tights (no patterns or stripes)

Sandymoor tie

Plain black, smart shoes

A Black, Navy or Grey school bag for equipment

Navy religious or medical head coverings

Navy hair accessories only

Plain, navy V neck jumper which shows the knot of the tie (jumper is optional)

- No casual shoes, trainers, boots, excessive heels, or colour stitching.
- Skirt length **MUST** be suitable for the workplace.
- Transitioning or gender questioning students have the right to dress in a manner consistent with their gender identity or gender expression.
- Students who have religious or faith-based reasons may also choose this option.

PE kit

PE kit

Sandymoor logo T-Shirt (compulsory)

Plain navy blue or Sandymoor logo shorts

Plain navy blue PE leggings or tracksuit pants (optional but recommended for outdoor lessons)
Plain navy blue base layer may also be worn (optional).

Plain navy blue, full or quarter zip training top (optional but recommended for outdoor lessons)
Items with the academy logo are available if you prefer from Touchline.

Navy sports socks

Trainers (non-marking soles)

Football / Rugby boots when appropriate

- Jewellery is not permitted other than one pair of stud earrings for the ears. Discrete religious jewellery is permitted, as long as it does not pose a risk to self or others.
- Only small amounts of concealer/natural thin foundation to hide blemishes is allowed. Students will be given a make-up wipe to remove excess make-up if necessary.
- No extreme hairstyles or extreme colours.
- Natural nail varnish only; artificial nails are not accepted.
- Top buttons on shirts to be fastened and a tie should be of suitable length.
- Students must not wear coats inside the school building.
- Blazers are expected to be worn (unless otherwise stated due to warm weather)
- Non-uniform hoodies, jumpers and cardigans are not permitted and will be confiscated.

On a rare occasion where a student persistently chooses to wear incorrect uniform they may be asked to work in isolation or return home to change.

4.2. Where to purchase uniform

We are exceptionally proud of how our students present themselves each and every day.

The branded items of uniform are available from [Touchline](#) and from our pre-loved uniform shop

Touchline
Liverpool Road,
Warrington,
WA5 1AE.

01925 413777

Touchline have a dedicated email address specifically for parents and carers of Sandymoor Ormiston Academy, sandymoorschool@touchline-embroidery.com

PTA pre-loved uniform shop

'As good as new' items can be bought for a much lower price through our PTA.

Visit them here on social media: [Sandymoor School Second Hand Uniform | Facebook](#)

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 senior leadership team 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 senior leadership team 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 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

6. Monitoring arrangements

6.1. This policy will be reviewed every 2 years. 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 for learning policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Charging and remissions policy (for any references to charging)