

Ormiston Academies Trust

## Wodensborough Ormiston Academy Uniform policy

### Policy version control

Policy type	OAT Mandatory
Author	Rob Pritchard, National Director of Education
In consultation with	<i>Sourced document The Key</i>
Approved by	Executive, 13 April 2023
Release date	April 2023
Review	Policies will be reviewed in line with OAT's internal policy schedule and/or updated when new legislation comes into force
Description of changes	New policy

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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 – **see section 4 below** - 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

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

Wodensborough Ormiston Academy has a clear uniform policy and students are expected to wear their uniform with pride. Parents are expected to uphold our uniform policy and ensure their children attend school in full uniform and are appropriately presented. Our uniform policy has been designed to ensure we have equality, inclusion, high standards and discipline.

All compulsory uniform is expected to be worn and should not be in bags at any time. In the event of extreme weather, we reserve the right to adjust expectations. This will be rare in occasion and fully at the headteachers discretion I.E forecasted extreme hot weather.

<b>Compulsory Uniform</b>	
<b>Boys</b>	<b>Girls</b>
Blazer	Blazer
White Shirt	White Shirt
Academy Tie	Academy Tie
Black Trousers	Black Trousers or appropriate length skirt with black tights
Black Shoes	Black Shoes
<b>Non-Compulsory Uniform</b>	
Academy Jumper	Academy Jumper

Uniform may be purchased via our uniform provider Gogna:

Gogna's (Brochure) contact details are as follows:

Email: [info@gogna.me](mailto:info@gogna.me).

Telephone No: 0121 523 5572

Address: Gogna Schoolwear, Junction 2 Industrial Estate, Unit 1B Demuth Way, Oldbury, B69 4L.

Alternative providers may be used at parents discretion. Parents are responsible for ensuring all uniform purchased is appropriately fitted and not skintight. The school reserves the right to make final decisions on all uniform. Below mid-thigh is the minimum expectation for skirt length and will need to be accompanied by black opaque tights. This is to ensure students decency is always protected.

## Footwear

School shoes should be black, flat and logo-free. The style should be traditional, avoiding the appearance of a trainer and business like. Some specific styles that are **not** permitted:

- Styles that appear to be more like sports trainers than professional black shoes, especially due to the material of the shoe.
- Styles with obvious logos or branding.
- Elaborate buckles or decorations or patterns.
- Any white or colourful details.

However, this list is not exhaustive and the school's decision on what is/is not acceptable is final. If parents are unsure as to whether a particular style will be accepted, they must send a picture of the shoe to the school before purchasing. This can be done to the head of your child's year group.

Failure to comply with this requirement will lead to the student being isolated with the year team in the first instance. When this is persistent (more than two days), the student will be isolated in our internal suspension provision. We fully accept that there may be mitigating circumstances that affect footwear and will support families where there are hardship concerns.

## P.E. Uniform

Full P.E. uniform is an expectation in all P.E. lessons. This will be upheld by the P.E. department. Failure to wear the correct uniform for P.E. will lead to a sanction in line with the behaviour policy and may mean that students are unable to partake in physical activity.

Spare uniform will be offered and again it is expected that this is worn when the correct uniform is not present. Persistent refusal to bring uniform will be considered defiance and the behaviour will be actioned in line with the behaviour policy.

<b>Compulsory P.E. Uniform - Boys &amp; Girls</b>	
Academy Polo	
Academy Shorts OR Track Pants	
Trainers	
<b>Non-Compulsory P.E. Uniform</b>	
Academy Hoody	

Jewellery is not permitted during physical education. All jewellery will need to be removed due to Health and Safety. We take no responsibility for the loss of jewellery or valuables. We highly encourage these to remain at home. Our uniform supplier Gogna also provides our P.E. attire.

Student coats are also not permitted during physical education lessons. Students must wear the WOA hoody or polo. However, additional layers beneath is acceptable and encouraged in Winter months.

## Coats

Coats should be worn to the academy when the weather permits and it should have no offensive slogans, inappropriate or political messaging. However, these must be worn over the blazer at break and lunchtime. They must be removed before entry to the classroom, as all coats should. Wearing unpermitted coats beneath the blazer will lead to confiscation.

## Hair, Make-up and Jewellery

Hair should be tidy and professional. Styles should not be offensive nor affect others ability to learn. We are proud to serve a diverse community.

We ask that all headdresses support the values under-pinned in this policy by having no offensive slogans, inappropriate or political messaging. There is no requirement for specific colours nor patterns to be adhered to. Where there is a cultural need that is not addressed in this policy please see our exemptions guidance to ensure all needs have been fully considered.

Make up is not encouraged and when used should be natural. The academy's decision on what is or is not acceptable is final. Where make-up is excessive, they may be asked to remove it/them (this includes false nails). This is fully at the academies discretion and students that fail to comply will be internally suspended until removed or adjusted. The academy will consider make-up to be excessive when it is unnatural or unprofessional. False eyelashes are also not encouraged and when used should also be natural and not excessive.

Students are permitted to wear one ring per hand, other jewellery is not permitted at Wodensborough Ormiston Academy. This is not only to prevent the loss of valuable items but also to encourage neatness in dress and appearance. Necklaces and bracelets should not be visible and will be confiscated if visible.

Earrings and nose piercings are permitted. For guidance we suggest one piercing per ear. All earrings must be studs only. All others will need to be removed and confiscated. On occasions where this rule is defied, students will be put into internal suspension until the removal or until an agreed date of removal is agreed between the school and parent. We strongly request parental support on avoiding such piercings and the consequential effect on their child's education.

## Confiscations

If a student is wearing any unacceptable items, (s)he will be expected to remove it immediately. The item(s) will be held in the school safe and will be returned when parents choose to collect them.

## Exemptions

As part of our inclusive approach we acknowledge and accept that students who have complex learning needs may have barriers to learning in terms of uniform. These are often very specific and rare. When there is a barrier of this nature both the Head of Year and SENCO need to be contacted via email. They will consider the exemption and communicate the confirmation or rejection. When accepted the student will receive a physical exemption card, which must be kept on their person and will be linked to both Class Charts and SIMS.

Our catchment has significant diversity, which we celebrate. Where there is a cultural need for attire to change outside of this guidance. The parent should contact the head teacher directly via email. Again, this communication of confirmation or rejection will be given. When accepted the student will receive a physical exemption card, which must be kept on their person and will be linked to both Classcharts and SIMS.

We also acknowledge that a number of our students have medical needs that affect their ability to wear some aspects of the school uniform. When this is applicable, the parent needs to contact both the Head of Year and Medical Officer via email. The exemption will be accepted when a medical note is provided from a GP. Without this it will be at the full discretion of the academy. When accepted the student will receive a physical exemption card, which must be kept on their person and will be linked to both Classcharts and SIMS.

Contact Details	
Title	Email Address
SENDCo	<a href="mailto:Joanna.locke@woacademy.co.uk">Joanna.locke@woacademy.co.uk</a>
Medical Officer	<a href="mailto:joanna.willeys@woacademy.co.uk">joanna.willeys@woacademy.co.uk</a>
Head of Year 11	<a href="mailto:rowena.orme@woacademy.co.uk">rowena.orme@woacademy.co.uk</a> <a href="mailto:catherine.dempsey@woacademy.co.uk">catherine.dempsey@woacademy.co.uk</a>
Head of Year 10	<a href="mailto:rachael.lyn-kew@woacademy.co.uk">rachael.lyn-kew@woacademy.co.uk</a>
Head of Year 9	<a href="mailto:kirsty.morgan@woacademy.co.uk">kirsty.morgan@woacademy.co.uk</a>
Head of Year 8	<a href="mailto:craig.bott@woacademy.co.uk">craig.bott@woacademy.co.uk</a>
Head of Year 7	<a href="mailto:karl.webster@woacademy.co.uk">karl.webster@woacademy.co.uk</a>

## Compliance

We encourage families to provide notes when uniform is missing explaining the reason for the absence in uniform and the date it will be addressed by. However, this does not circumvent our policy. All students who fail to meet the uniform policy will receive a next day centralised detention. They will also receive a uniform slip from the pastoral team to indicate to teaching staff that the issue has been discussed. It is incumbent on the student to keep this slip and present it to staff before each lesson to prevent further challenge. The decision to remove that detention for extenuating circumstances is held solely with the year team of that student.

The academy will hold some spare ties and blazers to ensure replacements are available in the exceptional circumstances that students do not have the correct attire. If this is sought from the year team by the student prior 08:30 on the given day a sanction will not be applied. Otherwise, there is an expectation that the student wears the uniform replacement provided.

Continued refusal to comply with uniform expectations will be considered as defiance in line with our behaviour policy and not be accepted. Uniform is an integral part of the academy and seen as a basic expectation. We implore parents to fully support the academy in ensuring that their child is meeting these expectations.

## Hardship

If there are any financial barriers or a change of circumstances that have made the purchasing of uniform (irrespective of year group), we have an allocated hardship fund, which be accessed on case by case basis. To access this support, email: [HardshipSupport@woacademy.co.uk](mailto:HardshipSupport@woacademy.co.uk). Within the email please outline the students full name, year group, uniform requirement and circumstance change. Alternatively, if the parent / carer would like to meet face to face to discuss they are to contact the academy requesting a meeting with the head of year.

# 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 – **see section 4 above**- 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 – **see section 4 above** - 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 is outline in the compliance section of section 4 above – in line with our behaviour 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 in December 2023 and then annually in the summer term thereafter by Mr C Bott. At every review, it will be approved by the Local 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)