

Ormiston Academies Trust

Ormiston Maritime 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

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	4
4.1. The academy uniform	4
4.2. Where to purchase uniform	6
5. Expectations for the academy community	6
5.1. Pupils	6
5.2. Parents and carers	7
5.3. Staff	7
5.4. Governors	7
6. Monitoring arrangements	8
7. Links to other policies	8

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 Carriane Robson (robsonc@omacademy.co.uk) 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

- Plain black school trousers. Trousers must be worn outside socks
- Plain black knee length skirt (Please note, the skirt must be approved by the Academy, no other skirt will be permitted in the Academy)
- Academy cardigan/jumper (optional)

- White plain collared shirt
- Plain black or grey socks
- Black polishable sensible shoes, not trainers or leisure shoes
- Plain black tights (tights must be at least 40 denier)
- Academy Clip on Tie
- Black blazer with Academy badge

4.1.1. Expectations for PE

- Black academy PE shirt that can be purchased from uniform direct/ uniform hut or a plain black T - shirt.
- Black shorts, tracksuit trousers or leggings logos to be minimal
- Black jumper/hoody that can be purchased from uniform direct/uniform hut
- Long sleeve tops may be worn underneath the polo shirt in colder months
- Trainers must be brought to every PE lesson
- Black rain jackets can also be worn for outdoor lessons

4.1.2. Expectations for jewellery and hairstyles

- A wrist watch
- Earrings – no more than one small stud (plain gold or silver) in each earlobe
- No other facial or body jewellery are permitted
- Tattoos' and multi-piercings, including facial piercings are not permitted and must not be visible
- Rings and bracelets are not allowed
- Hair should be neat and not follow the extremes of fashion
- Hair should be of a natural colour and must not follow the extremes of fashion
- No shaved patterns allowed
- Hair accessories (hair bobbles, Alice bands, clips, slides etc) should be appropriate for the Academy and should be plain black
- Long hair needs to be tied back in PE, Science and Technology

4.1.3. Expectations for shoes, bags and coats

- Shoes should be plain black and polishable with no coloured tags, logos, stripes, piping, laces or decoration
- They should be flat with no heel
- They must have toes, sides and full backs

- Black canvas pumps, boots, and trainers are not permitted
- During inclement weather students are permitted to wear alternative footwear for their journey to and from the Academy but they will be expected to change into their normal Academy footwear on arrival
- Coats must only be worn over the top of the blazer, not underneath
- Hooded tops are not acceptable in the Academy or instead of a blazer
- Outdoor coats should be removed as soon as the student enters the Academy
- Bags should be large enough to hold an A4 folder without it having to be bent or folded

4.2. Where to purchase uniform

Ormiston Maritime Academy Uniform can be purchased from

- Uniform Direct
 - 54 Victoria St S, Freshney Place, Grimsby DN31 1BL
 - Tel: 01472 347800

- The Uniform Hut
 - 123-125 Pasture St, Grimsby DN32 9EE
 - Email: theuniformhut@gmail.com
 - Tel: 01472 250568

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 Principal 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 Principal 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 accordance with the 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 annually by the Principal . At every review, it will be approved by the 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)