

Ormiston Academies Trust

Flegg High Ormiston Academy

Uniform policy

Policy version control

Policy type	OAT Mandatory
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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 principalsoffice@fleggoa.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, for example the school blazer with the school logo

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. **To find out more about this provision email principalsoffice@fleggoa.co.uk**

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

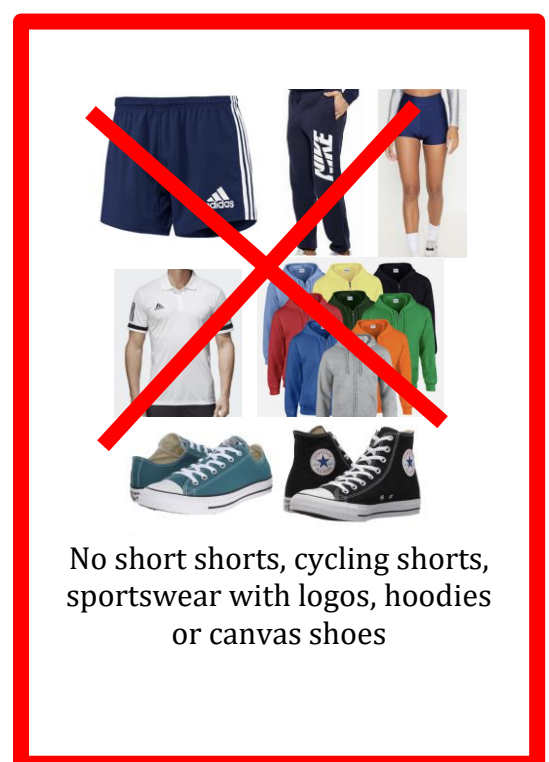
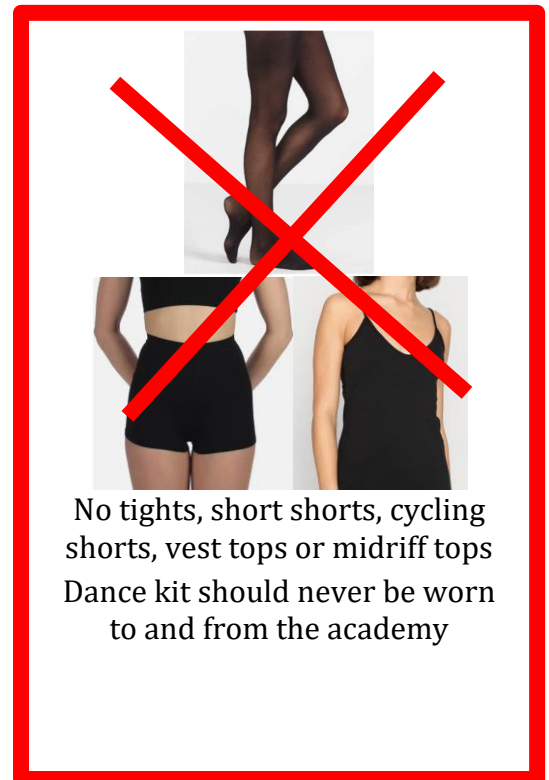
4.1. The academy uniform

Blazer	Navy blue, tailored blazer with the school logo (can only be purchased at Harrisons)
Jumper (Optional)	Navy blue woollen V neck jumper with the school logo (can only be purchased at Harrisons) Or Plain navy blue woollen V neck jumper (can be purchased from any other outlet)
Shirt	Plain light blue short or long sleeved shirt (can be purchased at Harrisons or any other outlet)
Tie	Logo'd 2 tone blue tie (can only be purchased at Harrisons or the Academy)
Skirt	Navy blue 4 drop pleat 22" length skirt or longer to ensure skirt is knee length (can be purchased from either Harrisons or any other outlet but must look the same and meet the specification of being navy blue 4 drop pleat skirt that is a minimum of 22" in length)
Trousers	Navy blue boys/girls tailored trousers (can be purchased at Harrisons or any other outlet but must be tailored trousers and not skinny legged or cropped)
Shoes	Black flat shoes - boots or canvas style shoes are not permitted (can be purchased from any outlet)
Socks / Tights	Black socks and tights (can be purchased from any outlet) - No other colour socks are permitted
PE Top	White polo shirt with school logo (can only be purchased at Harrisons) or Plain white polo shirt (can be purchased from any other outlet)
Rugby Top	2 tone blue rugby top (can only be purchased at Harrisons)
Shorts	Navy blue sports shorts (can be purchased at Harrisons or any other outlet)
Skort	Navy blue skort (can be purchased at Harrisons or any other outlet)
Tracksuit Bottoms	Navy blue tracksuit bottoms (can be purchased at Harrisons or any other outlet)
Sports Socks	White sports socks (can be purchased from any outlet)
Trainers	Trainers - any colour (can be purchased from any outlet)

PE Sweatshirt (Optional)	Navy blue sweatshirt with school logo (can only be purchased at Harrisons but is an optional item)
PE Waterproof Rain Jacket (Optional)	Navy blue waterproof rain jacket with school logo (can only be purchased at Harrisons but is an optional item)
Dance Kit	Black leggings/jogging bottoms/shorts with black leotard/t-shirt (can be purchased from any outlet) or Normal PE Kit: White polo shirt with school logo/plain white polo shirt and navy shorts

Light blue short or long sleeved shirt, navy blazer with logo, navy trousers or skirt 22" or longer, 2 tone blue tie with logo, black tights or socks (Flegg v-neck woolen jumper optional)

No boots, trainers, hoodies, white socks or socks with logos. Skirts must not be rolled up at the waist.
No false eyelashes, nails, painted nails, piercings or jewellery



Flegg Expectations

Coats & Jackets

Navy blue or black are the preferred colour for outer garments worn when travelling to and from the academy. Denim jackets and hooded sweatshirts are not permitted. Coats/jackets should be free from slogans.

Outer Garments

Coats, hats & scarves are not to be worn during lessons, assemblies or in the canteen. Hats, scarves and hoods should be removed whilst in corridors. Outer garments should be free from slogans.

Clothing

All uniform and clothing must be clearly marked with the owner's name, including coats and PE kit.

Jewellery

Jewellery is NOT permitted, this includes earrings, studs, rings, bracelets, necklaces or any other jewellery items. Students may wear a watch. Body modifications or piercings including tongue and belly button piercings are NOT allowed and students will be placed into Ready to Learn until this is rectified. Clear retainers and piercings covered by medical tape are also not permitted as they do not meet our uniform expectations.

Belts

A plain black belt is permitted with trousers, belts should not have decorative buckles.

Hair

Extreme hair colouring/styles are not permitted, no shaved head, colours should only be natural hair colours, hair colour cannot be two tone. Patterns should not be shaved into hair.

Make-up

Make-up is unnecessary, but if worn should be 'natural looking' and not obvious. False eyelashes are not permitted.

Nails

Nail varnish, french manicured tips, acrylics and/or adornments are not permitted.

Non-uniform days

Non-uniform days are used to raise awareness and funds for charities. In these circumstances, the clothes worn by students must still comply with these fundamental principles:

- They must be safe and practical for school use.
- They must not promote unacceptable messages – drugs, violence, racism etc.
- They must not conceal identity.

- They must not be indecent – no low cut or mid-drift tops or excessively short skirts/shorts.
- No jewellery is to be worn.
- No coats, scarves or hats are to be worn in the building.
- No extreme hair colour.
- No false nails/eyelashes/excessive or obvious makeup.

Mobile Phones

Mobile phones should never be seen or heard. While we understand there may be times when students need their phone to and from the academy they should not be visible during the school day including break and lunch times and they will be confiscated if seen.

4.2. Where to purchase uniform

**Harrisons Schoolwear, 73 Southtown Road, Great Yarmouth, NR31 0DY 01493 662214
www.harrisons-schoolwear.co.uk**

The academy runs a second-hand uniform shop which is accessible to parents/carers during events and by appointment via dspooner@fleggoa.co.uk

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 by **through 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

6. Monitoring arrangements

6.1. This policy will be reviewed **annually by the Principal** and 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)