

## School Uniform Policy

### Policy Monitoring, Evaluation and Review

This policy is effective for all Schools within The Mead Educational Trust, the Teaching School, the SCITT and all other activities under the control of the Trust and reporting to the Trust Board.

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### Revision History:

Version	Date	Author	Summary of Changes:
1.0	Feb 2023	ET	New policy- Personalised by OMA

# School Uniform Policy

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## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for School uniform

## 2. Our School's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our School will:

- 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
- Make sure that our uniform expectations, and thus costs, are the same for all pupils within the school
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for School yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons. Schools will consider each request individually and make reasonable adjustments where possible. It will remain the School's decision to allow any change
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for potential adaptations to our policy on the grounds of equality and protected characteristics by asking pupils or their parents to contact Ms Lowe via [info@orchard-tmet.uk](mailto:info@orchard-tmet.uk) who can answer questions about the policy and respond to any requests

## 3. Limiting the cost of School uniform

Orchard Mead Academy has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from the Department for Education on the cost of School uniform.

We understand that items with distinctive characteristics (such as branded items, or items that must have a School logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and may limit parents' ability to 'shop around' for a low price.

With this in mind, we will make sure that our uniform:

- Is available at a reasonable cost
- Limits the number of branded items required
- Provides the best value for money for parents/carers

- Limiting any items with distinctive characteristics where possible
- Ensuring that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- 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 School uniform

### 4.1 Our School's uniform

#### Daily uniform

- Navy Academy Blazer with logo\*
- blue tartan Academy skirt\*,
- House Tie\*
- Plain white collared shirt
- Plain grey knitted V neck jumper
- Smart grey trousers

#### PE Kit

- Royal Navy PE Polo Short with logo\*
- Navy track suit bottoms
- Navy shorts or gym skirt

#### Jewellery & Make Up

- Jewellery should be discreet.
- No visible piercings are allowed with the exception of:
  - Earrings- small studs
  - Small single nose stud
- Make up should be discreet

#### Footwear and Outerwear

- Plain black footwear (no coloured laces or logos etc)
- Coats may be worn over the top of the Academy blazer, and removed in classrooms
- Hoodies are NOT allowed to be worn in school
- Students should have a school bag

#### Equipment

- Suitable school bag
- Pencil case

- Pen and spare pen
- Pencil
- Ruler
- Calculator

**In addition:**

- Students must wear their lanyard and student ID at all times
- Students should wear their school tie every day
- Shorts must be tucked in
- Skirts should be knee length
- Leggings, jeggings or jeans are not permitted in place of trousers or skirt
- Plain black ankle length leggings may be worn UNDER the skirt

#### **4.2 Where to purchase it**

- Items marked with a\* must be purchased from Uniform Direct; all other items may be purchased from a high street retailer of the parents preference.
- Parents who require support with school uniform may contact our school office, where we can provide support with accessing second hand uniform and help towards the cost of uniform items

### **5. Expectations for our School community**

#### **5.1 Students**

Our students wear the Orchard Mead Academy uniform with pride. The uniform is an important part of our School's identity and standing within our community. We ask that students wear their uniform correctly at all times including:

- On the School premises
- Travelling to and from School
- At out-of-School events or on trips that are organised by the School, or where they are representing Orchard Mead Academy (if required)

Pupils are also expected to contact Ms Lowe if they want to request an amendment to the uniform policy in relation to their protected characteristics.

#### **5.2 Parents and carers**

We ask that Parents and carers work in partnership with the School by ensuring that their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name

- In good condition

Parents are also expected to contact Ms Lowe via [info@orchard-tmet.uk](mailto:info@orchard-tmet.uk) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

The School is committed to working with parents to resolve any concerns regarding School uniform. Parents are expected to lodge any complaints or objections relating to the School uniform in a timely and reasonable manner and the School will work closely with parents to arrive at a mutually acceptable outcome. Any disputes about the cost of uniform will be:

- Resolved locally
- Dealt with in accordance with our School's complaints policy

### **5.3 The School**

The School will ensure that the expectations for students/ pupils/ scholars/ pupil and for parents and carers are clearly communicated; the School uniform policy will be published on the School's website, and be made available for all parents, including parents of prospective pupils/students/scholars.

To support parents and families the School will:

- assess the overall cost implications of the uniform policy for parents and carers
- ensure that uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- put in place arrangements for parents and carers to acquire second-hand uniform items

The School will work proactively with parents and students to ensure that uniform expectations are met. Where a student is not wearing the expected uniform, the School will put in place support to rectify this, for example through the loaning of uniform. Where accessing uniform is not a barrier and where appropriate, the School will apply the use of sanctions as outlined in the school behaviour policy.

### **5.4 Academy Council**

The Academy Council will review this policy and make sure that it:

- Is appropriate for our School's context
- Is implemented fairly across the School
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical, and safe for all pupils

The Council will also make sure that the School's uniform supplier arrangements give the highest priority to cost and value for money and be able to demonstrate that they have obtained the best value for money from suppliers for example by avoiding single supplier contracts and by re-tendering contracts on a five-year basis.

## **6. Monitoring arrangements**

This policy will be reviewed biannually by Vice Principal Ms Lowe. At every review, it will be approved by the Academy Council.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy

Appendix A- Equipment Cost Breakdown

## Appendix A- Equipment Cost Breakdown

Wilkos have arrange of pencil cases from as little as 50p [Pencil Cases | School Pencil Cases for Girls & Boys | wilko.com](#)

Pencils can be purchased in a packs of 10 for £1 or 15 from £1.85

[Wilko Wooden HB Pencils 10 pack | Wilko](#)

[Just stationery 15 HB Pencils with Eraser Tops, 5631 : Amazon.co.uk: Stationery & Office Supplies](#)

Pens can be purchased in packs of 10 from 75 p to £1.90

[Wilko Ball Point Pens Assorted Colour 10 Pack | Wilko](#)

[Bic Cristal Original Ballpoint Pens, Smudge-free with Medium Point \(1.0 mm\), Black, Ideal for Office and School, Pack of 10 : Amazon.co.uk: Stationery & Office Supplies](#)

Rulers can be purchased for as little as 60p here: [Wilko Ruler 30cm | Wilko](#)

Calculators can be purchased from the school shop for approx. £9.90 (for the last two years we have been providing new students in Year 7 with a calculator) Wilkos sells on eat £6 here: [Wilko Scientific Calculator | Wilko](#)

School bags can be purchased from various shops with prices ranging from Amazon at approx. £ 12:

[PUMA Unisex Adult Phase Backpack Backpack - Puma Black, OSFA, Pack of 1 : Amazon.co.uk: Fashion](#)

[Navy & Khaki Backpack \(43cm x 30.5cm x 13.5cm\) – Navy – Matalan](#)

[Superdry](#) (£13.50)

The cheapest combination is:

- Ruler 60P
- Pencil case 50p
- Pens 75p
- Pencils £1
- Calculator £9.90
- School bag £12

Total = £24.75