

Ocker Hill Academy



Aim High ● Aim Higher

# Ocker Hill Academy

## Uniform Policy

Date Policy last reviewed: **October 2020**

Last updated: **September 2023**

Signed by:

\_\_\_\_\_ Principal

Date: \_\_\_\_\_

\_\_\_\_\_ Governor

Date: \_\_\_\_\_

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## **Statement of intent**

Ocker Hill Academy believes that a consistent academy uniform policy is vital to promote the ethos of the Academy and provide a sense of belonging and identity for all pupils, regardless of their protected characteristics or socio-economic circumstances.

This policy lays out the measures the Academy has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils and is affordable and the best value for money for the Academy and pupils' families.

We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in such a way that sets an appropriate tone for education.

## 1. Legal framework

This policy has due regard to all relevant legislation including, but not limited to, the following:

- Education and Inspections Act 2006
- Education Act 2011
- Human Rights Act 1998
- Equality Act 2010
- The UK General Data Protection Regulation (UK GDPR)
- Data Protection Act 2018
- Education (Guidance about Costs of School Uniforms) Act 2021

This policy has due regard to all relevant guidance including, but not limited to, the following:

- DfE (2021) 'Cost of school uniforms'
- DfE (2021) 'School Admissions Code'
- DfE (2021) 'School uniforms'

This policy operates in conjunction with the following Academy policies:

- Complaints Policy
- Behaviour & Exclusions Policy

## 2. Roles and responsibilities

The governing board is responsible for:

- Establishing, in consultation with the Principal and Academy community, a practical and smart uniform that accurately reflects the Academy's vision and values.
- Ensuring that the Academy's uniform is accessible and inclusive and does not disadvantage any pupil by virtue of their protected characteristics or socio-economic status.
- Listening to the opinions and wishes of parents, pupils and the wider academy community regarding changes to the academy's uniform.
- Ensuring that the Academy's uniform is accessible and affordable.
- Demonstrating how best value for money has been achieved in the Uniform Policy.
- Ensuring compliance with the DfE's ['Cost of school uniforms'](#) guidance.

The Principal is responsible for:

- Enforcing the Academy's uniform on a day-to-day basis.
- Ensuring that teachers understand this policy and what to do if a pupil is in breach of the policy.
- Listening to the opinions and wishes of the Academy community in regard to the Academy's uniform and making appropriate recommendations to the governing board.

Staff members are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times.
- Ensuring that pupils understand why having a consistent and practical uniform is important, e.g. academy identity.

Parents are responsible for:

- Providing their children with the correct Academy uniform as detailed in this policy.
- Informing the Principal if their child requires a more relaxed uniform policy for a period of time, including why.
- Ensuring that their child's uniform is clean, presentable and the correct size.

Pupils are responsible for:

- Wearing the correct uniform at all times unless the Principal has granted an exemption.
- Looking after their uniform as appropriate.
- Understanding and respecting why an Academy uniform is important to Ocker Hill Academy, e.g. academy identity and community.

### **3. Cost principles**

The Academy is committed to ensuring that its Academy uniform is affordable and accessible to all pupils and does not place an unreasonable financial burden on parents.

In accordance with the 'Academy Admissions Code', the Principal will ensure that the Academy's Uniform Policy does not discourage parents from applying for a place for their child.

Ocker Hill Academy will assess the overall cost implications of its Uniform Policy regularly, including prior to making any changes to the Academy uniform. When evaluating whether costs are reasonable and proportionate, the Academy will take into account the opinions and situations of:

- Economically disadvantaged parents.
- Parents with multiple children who are, or will be in the future, pupils at the Academy.
- Parents of younger children, as they are likely to grow quickly and require new sets of uniform more frequently.
- Parents of pupils with protected characteristics that may impact their ability to access the uniform due to costs.
- LAC and PLAC.

The Academy will evaluate the cost of its uniform based on the overall collection of uniform items that parents would need to purchase for a pupil, rather than on the cost effectiveness of individual items; this will include consideration of the fact that parents will need to purchase multiples of certain items, e.g. shirts and socks, to ensure their child can come to the Academy in clean uniform every day.

The Academy keeps variations in Academy uniform for different groups of pupils, e.g. year group-specific items or house colours, to a minimum where possible to ensure that pupils

can get the most wear out of their uniform possible and that parents can pass some items down to younger siblings.

The Academy keeps branded uniform items to a minimal level that is reasonable for all members of the Academy community. The Academy defines a branded uniform item as any item of clothing that cannot be purchased at a range of retailers, including by virtue of logos, colours, design and fabrics. Where the Academy decides to require an item of branded clothing, it will conduct an assessment to ensure prices are kept as low as possible.

Ocker Hill Academy is committed to meeting the DfE's recommendations on costs and value for money. Every care is taken to ensure that our uniforms are affordable for all current and prospective pupils, and that the best value for money is secured through reputable suppliers.

The Academy works with multiple suppliers to obtain the best value for money possible. Any savings negotiated are passed to parents where possible and does not enter into exclusive single supplier contracts or cash-back arrangements. More information on supplier processes can be found in the 'Academy uniform supplier' section of this policy.

The Academy will not amend uniform requirements regularly and will take the views of parents and pupils into account when considering any changes to Academy uniforms.

#### **4. Equality principles**

The Academy takes its legal obligation to avoid discriminating against any protected characteristic unlawfully very seriously and aims to ensure that the Uniform Policy is as inclusive as possible so that all pupils are supported to access an Academy uniform which is comfortable, suitable for their needs, and reflects who they are.

The Academy will work to ensure that Academy uniform's cost does not disproportionately affect any pupils by ensuring that uniforms for all genders are as equal in price as possible and by adhering to the cost principles laid out in section 3.

The Academy will ensure that parents and pupils are consulted over any changes to Academy uniform, and that views and advice is sought specifically from pupils, and parents of pupils, who:

- Have SEND and/or sensory needs.
- Are of a religious or cultural background that has dress requirements.

The Academy ensures that pupils who are required to follow certain dress requirements, e.g. by virtue of their membership of a particular religious or cultural group, are afforded flexibility to allow them to wear a uniform that adheres to their requirements as far as possible.

Parents' concerns and requests regarding religious clothing are dealt with on a case-by-case basis by the Principal and Governing Board, and always in accordance with the Academy's Complaints Policy.

The Academy ensures that the needs of pupils with SEND and/or sensory difficulties are considered in the Uniform Policy, e.g. ensuring soft, stretchy fabrics and avoiding intricate buttons or hard seams; however, where the needs of these pupils cannot be met in the

standard uniform policy, individual adaptations to the uniform will be considered and permitted wherever possible.

## **5. Complaints and challenges**

Ocker Hill Academy endeavours to resolve all uniform complaints and challenges locally and informally, in accordance with the Academy's Complaints Policy.

To make a complaint, parents should refer to the Complaints Policy and follow the stipulations outlined.

When a complaint is received, the Academy works with parents to arrive at a mutually acceptable outcome.

Governors are willing to consider reasonable requests for flexibility to allow a pupil to accommodate particular social and cultural circumstances.

## **6. Academy uniform supplier**

Ocker Hill Academy's current uniform suppliers are:

- Ian Smith Group  
205 Great Bridge Street  
West Bromwich  
B70 0DJ  
0333 014 3640

## **7. Uniform assistance**

The Academy holds second-hand Academy uniforms in the Academy office for parents to access; access to these uniforms is available upon request made to Academy staff. Parents are invited to donate their child's uniform when they no longer need it.

## **8. Non-compliance**

In the first instance, a request will be made for the children to attend in uniform the following day. Staff will make it clear that the requirement for Academy colours is the priority and that branded Academy clothing is not a necessity.

If the problem persists, key staff will have a conversation with parents to discuss how to support and achieve a positive outcome.

## **9. Academy uniform**

### **Academy colours**

Ocker Hill Academy colours are as follows:

- Blue
- White

## Clothing

The Academy uniform is as follows:

Item	Optional or required	Branding	How to acquire	Cost per item from Academy supplier
<b>Regular Academy uniform</b>				
<b>Blue jumper or blue cardigan</b>	Optional	Academy logo on right-hand side available from stockists  Jumpers and cardigans which are not branded are acceptable	<ul style="list-style-type: none"> <li>• Ian Smith Group</li> <li>• Any stockist of plain blue jumpers/cardigans</li> </ul>	See Websites for current cost
<b>White polo shirt/white blouse/white t-shirt</b>	Required	Academy logo on right-hand side available from stockists (polo shirts)  Polo shirts, blouses and t-shirts which are not branded are acceptable	<ul style="list-style-type: none"> <li>• Ian Smith Group</li> <li>• Any stockist of plain white polo shirts/blouses/t-shirts</li> </ul>	See Websites for current cost
<b>Blue Academy fleece</b>	Optional	Academy logo on right-hand side available from stockists  Plain blue fleeces which are not branded are acceptable	<ul style="list-style-type: none"> <li>• Ian Smith Group</li> <li>• Any stockist of plain blue fleeces</li> </ul>	See Websites for current cost
<b>Grey or black trousers or grey/black skirt</b>	Required	No branding	<ul style="list-style-type: none"> <li>• Ian Smith Group</li> <li>• Any stockist of grey or black trousers/skirts</li> </ul>	See Websites for current cost
<b>Sensible, plain black shoes</b>	Required	No branding	<ul style="list-style-type: none"> <li>• Ian Smith Group</li> <li>• Any stockist of black shoes</li> </ul>	See Websites for current cost
<b>PE kit</b>				
<b>Plain white t-shirt</b>	Required	No branding	<ul style="list-style-type: none"> <li>• Ian Smith Group</li> </ul>	See Websites for current cost



			<ul style="list-style-type: none"> <li>Any stockist of plain white t-shirts</li> </ul>	
<b>Plain black/navy shorts</b>	Required	No branding	<ul style="list-style-type: none"> <li>Ian Smith Group</li> <li>Any stockist of plain black/navy shorts</li> </ul>	See Websites for current cost

Pupils who are wearing skirts may also wear black/navy tights.

High heels are not permitted; however, block heels of no more than 3cm can be worn.

Jeans are not permitted.

Parents are responsible for ensuring their child brings their PE kit into the Academy when needed.

## 10. Adverse weather

All pupils are required to wear weather-appropriate clothing that covers as much of their skin as possible during adverse weather.

For hot temperatures, this includes wearing:

- Loose-fitting and lightweight shirts and dresses with sleeves and collars or covered necklines.
- Over the knee skirts, shorts or trousers.
- Tops that cover the shoulder area.

Pupils are advised not to wear any jumpers during heatwaves. If outside during break times, pupils not wearing sun-safe clothing are advised to stay in an area protected from the sun.

For cold temperatures, this includes wearing:

- Scarfs, gloves, coats and hats when they are outside.
- Warm jumpers that conform to the Academy's Uniform Policy.
- Trousers, or thick tights with skirts.

However the academy does not have specific seasonal uniform.

## 11. Labelling

All pupils' clothing and footwear is clearly labelled with their name.

## 12. Monitoring and review

This policy is reviewed annually by the governors and the Principal.