UNIFORM POLICY
for Oak Hill Academy West London

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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 gender, 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 costs are the same for all pupils
- Allow all pupils to have long hair (which must 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
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Miss Taylor, Associate Principal, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our school 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 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.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer, worn over the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different house groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- 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

Branded Items		
Item	**Description**	**Retailer**
Blazer	Green with Oak Hill Logo	School Bells
Tie	Stripe design	School Bells + OHA
Non Branded Items		
Trousers	Black, tailored, classic style and full length NOT jeans, overly tight or leggings	Any
Shorts	Black, tailored, classic style and knee length	Any
Skirt	Black, classic style, pleated and knee length	Any
Shirt	Plain white traditional collared school shirt	Any
Jumper	Plain black, V neck knitted jumper	Any
Socks	Black or White	Any
Tights	Black	Any
Shoes	A plain closed design, no heels, boots or trainers	Any
Bag	A backpack which will fit inside a locker	Any
Coat	Any outdoor coat suitable for wet weather	Any
PE Kit		
Polo Shirt	Plain white collared polo shirt	Any
Tracksuit	Black, plain, no logos and not branded	Any
Shorts	Black football style shorts	Any
Trainers	Any brand of trainers suitable for outdoor PE	Any
Swimming (Year 5 only)		
Swimming costume **(no bikinis or 2 piece)**	Plain	Any
Swimming trunks	Plain	Any
Swim Cap	Green	School Office
Towel	Any	Any

Hair / Appearance

Extreme hair-styles or non-natural hair colours are not permitted. Long hair is to be tied back. Only black or green hair accessories are allowed and must not be too large. Turbans, patkas, rumals and Hijabs (Hijaabs) and head scarves must in dark green, white or black. For P.E Hijabs must be a safe stretchy material. No false nails, nail varnish or make-up to be worn.

Jewellery / Valuables

No jewellery except for a watch (no smart watches) and one pair of small plain, gold or silver ball (no stones) stud earrings. No accessories are to be worn around the neck, wrists or ankles. Large amounts of money and expensive personal items are not permitted in school. Oak Hill Academy will not accept liability for any claim arising from theft, accidental loss or damage to personal items, money, belongings or clothing.

Mobile Phones / Electronic Devices

Mobile phones, computer tablets/games etc. are not permitted in school. However, if your child walks to and from school alone they are permitted to bring a mobile phone to school and which must be switched off upon arrival and handed in to their class teacher.

4.2 Where to purchase it

Branded school uniform can be purchased from **School Bells**, 361 Staines Road West, Ashford TW15 1RP Tel: 01784 557046 Email: info@schoolbellsuniforms.co.uk

www.schoolbellsuniforms.co.uk

They are open 6 days a week: Monday-Saturday 9.00am-5.00pm. Ties can be purchased from the school office when needed.

All non-branded uniform can be purchased from any high-street retailer or supermarket.

As many parents donate uniform we do hold supplies of good, clean second-hand uniform for parents to access.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- 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 the school (if required)

  Pupils are also expected to contact Miss Taylor, Principal, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and Carers

Parents and carers are expected to make sure 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 Miss Taylor, Principal, if they want to request an amendment to the uniform policy in relation to:

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

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

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

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Associate Principal if the situation doesn't improve.

In the first instance, children will be provided with loan uniform from the School Office. This uniform must be returned at the end of the day. A letter will be sent home with your child to inform you of the missing uniform.

Ongoing breaches of our uniform policy will be dealt with by Oak Hill Academy's behaviour policy.

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 Regional Board

The regional board 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

6. Monitoring arrangements

This policy will be reviewed annually by SLT. At every review, it will be approved by the regional board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy