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Issued	August 24		
Approved by	Louise Cowley	Next review	Sept 27

Uniform Policy

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

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 costs the same for all pupils
- 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 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 principal@spires.anthemtrust.uk who can answer questions about the policy and respond to any requests

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



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- Limiting any items with distinctive characteristics where possible for example, by only asking that the jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 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
- 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 year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 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

Expectations for school uniform

Our school's uniform

- **Black branded blazer**
Plain black tailored trousers *or* purple kilt *or* black/grey tailored shorts *or* Shalwar Kameez (trouser style only) (No skinny fit trousers, flares, jeans, jeggings, chinos or leggings.)
- White polo shirt or white shirt
- Plain black jumper
- If wearing a Hijab it must be in plain black or white
- Plain black or white socks or plain black tights
- Formal black polishable shoes or full black trainers

Jewelry: One small plain stud in each ear only. One wrist watch can be worn. Please make sure all other jewellery is left at home. Larger stud, spiked, hooped or expander-hole earrings are not allowed.

If jewellery is worn outside of the described above it will be confiscated follow our behaviour policy.

Oxford Spires does not take responsibility for the loss of damage of any jewellery belonging to students.

Make Up: Make-up must be subtle and understated. If make up is too heavy students will have to remove it. False eyelashes and nail varnish/nail extensions are not permitted.

Optional branded PE Kit items

- **Purple Branded PE Polo**
- Black round neck unbranded sweatshirt or optional branded reversible rugby shirt
- Plain black; jogging bottoms or shorts
- Black socks and sports trainers



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Further details and expectations for uniform, jewelry and hairstyles (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010) can be found on the school website in the Uniform Guidelines <https://www.oxfordspires.anthemtrust.uk/years-7-11/uniform-and-equipment>

Where to purchase it

You can order academy uniform by visiting <http://www.pbuniform-online.co.uk/oxfordspires> Other uniform items can be bought at any high-street retailer

Second-hand uniform

- The Parent Teacher Association (FOSA) will arrange a second-hand uniform sale

Expectations for our school community

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 the Principal on principal@oxfordspires.anthemtrust.uk if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 the Principal on principal@oxfordspires.anthemtrust.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

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.

Staff



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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 headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the school 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.

Local Governors

The governing 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

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

Monitoring arrangements

This policy will be reviewed annually by Martyn Cooper- Senior Vice Principal. At every review, it will be approved by the Principal and full local governing body.

Links to other policies

This policy is linked to our:

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