



**OAKWOOD
PARK**
GRAMMAR
SCHOOL

UNIFORM POLICY

Signed

J Raju

Date 17/10/2022

Date of Review Autumn 2023

Aims

This policy aims to:

- Set out our approach to ensuring that uniform is of a 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.
- 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 students to have haircuts and styles which are part of their racial, ethnic, cultural and religious identities.
- 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 [Ms J Bevan] 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 **Education (Guidance about Costs of School Uniforms) Act 2021**.

This guidance states that:

- Parents should not have to think about the cost of a school uniform when choosing which school(s) to apply for. Therefore, schools need to ensure that their uniform is affordable.
- In considering cost, schools will need to think about the total cost of school uniforms, taking into account all items of uniform or clothing parents will need to provide while their child is at the school.
- Schools should keep the use of branded items to a minimum.
- A school's uniform policy should be published on the school's website, be available for all parents, including parents of prospective pupils, and be easily understood.
- Schools should ensure that their uniform supplier arrangements give the highest priority to cost and value for money (including the quality and durability of the garment).
- Single supplier contracts should be avoided unless regular tendering competitions are run where more than one supplier can compete for the contract and where the best value for money is secured. This contract should be retendered at least every 5 years.
- Schools should ensure that second-hand uniforms are available for parents to acquire. Information on second-hand uniforms should be clear for parents of current and prospective pupils and published on the school's website.
- Schools should engage with parents and pupils when they are developing their school uniform policy.

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. As such we will make sure our uniform:

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

In 2022 the school completed an audit based on the above guidance. Our audit focused on:

- The proportion of OPGS uniform which is branded – the audit highlighted that in terms of uniform (with the exception of PE kit) only two items were branded (blazer and tie), however parents have the option of buying a school badge which can be sewn onto a blazer purchased from a high street or online retailer. The school jumper is optional.
- Whether branded items provide good value for money based on a cost per wear basis and as long-lasting items – the audit highlighted that if parents purchased the two branded items (blazer and tie) the total cost would be £48, which on a cost per wear basis would be the equivalent of 25p per day.
- A comparative costing of uniform costs, including PE kit. This highlighted that the cost of PE kit for parents was higher than the cost of school uniform due to the number of branded items. Consequently, the school is reviewing its PE kit for 2023-2024 in order to reduce costs for parents/carers.
- Whether OPGS uniform avoids specific requirements for items pupils could wear on non-school days, such as coats and bags – parents/carers can purchase bags and coats from high street or online retailers. The school only specifies colour and bag capacity.
- Whether the school ensures that parents are clear on how to acquire second-hand uniform items – the school advertises the PA second hand uniform shop in all correspondence to parents/carers.

School uniform

Years 7 to 11

School uniform must be worn at all times (including to and from school).

- OPGS School tie with house colours – this must be visible and show seven stripes.*
- Students are not permitted to wear any other tie other than those awarded by the school.
- OPGS Blazer with school badge.*
- Plain white shirt which must be tucked in at all times with top button done up.
- OPGS black v neck pullover*
- Plain black trousers ('jean style', 'super skinny', or 'chino style' trousers are not permitted).
- Black socks.
- Black shoes (trainer or trainer style are not permitted).
- Plain black belt (if worn). 'Designer' belts are not permitted.
- Earrings, ear studs and jewellery are not permitted, nor the piercing of any part of the body.
- Plain dark outdoor coat (no hoodies). Coats must be taken off before entry into school and must be placed in lockers.
- The Headteacher reserves the right to make a judgment on students with very long hair to have it cut back to a reasonable length. Haircuts below a grade 2 and "tramlines" are not permitted. Hair must be natural in colour and extreme hairstyles are not permitted. Long hair must be tied back.
- Bags should be substantial and able to cope with carrying a minimum of three A4 sized textbooks. A minimum capacity of 10 litres is recommended.

Items marked (*) are branded items which are available from <https://simmonds-ltd.com>

Parents can opt to buy a non-branded blazer and purchase a sew own badge from the school should they wish not to purchase the school's branded blazer.

PE Kit

- Maroon/sky reversible rugby shirt*
- OPGS PE Polo shirt(sky blue)*
- OPGS PE Shorts (white)*
- OPGS Rugby Shorts (black)*
- OPGS Rugby Socks*
- White PE Socks
- Boots for football and rugby (not blades of any type)
- Trainers or plimsolls for PE
- Shin pads for football
- Gum shield

Items marked (*) are branded items which are available from <https://simmonds-ltd.com>

The school is reviewing its PE Kit requirements for 2023 onwards in the light of **Education (Guidance about Costs of School Uniforms) Act 2021**.

Sixth Form Dress Code

The Sixth Form dress code is designed to enable students to look at their professional best. The dress code allows considerable freedom whilst ensuring that everyone's appearance is smart, sober in style and business-like.

- Students must wear business attire such as a formal jacket and trousers/skirt.
- Shirts/blouses/tops can be plain or patterned but must be formally cut. Ties must be worn with shirts.
- Skirts must be worn with 40 denier tights or thicker. Skirts must not be too short or clingy. Students breaking this rule will be given a replacement skirt by the Sixth Form Director of Study.
- Trousers should be formal in style. Leggings or drawstring trousers are not permitted.
- No strappy or low cut tops.
- No Leather or Pleather.
- Outdoor coats, jackets and scarves should not be worn inside the school buildings.
- Students are permitted to wear studs in ear piercings. A single small stud is allowed for a nose piercing. Septum jewellery must not be visible.
- Extremes of hair style and/or colour are unacceptable.
- No visible tattoos.
- Formal footwear must be worn.

The Sixth Form has no branded items.

Items which are not part of the school uniform will be confiscated and the school reserves the right to take disciplinary action regarding breaches of its uniform code. Coats must be taken off before entry into school and must be placed in lockers.

Purchasing Uniform

- With the exception of branded items marked (*) all other items can be purchased from high street or online retailers.
- Second hand branded items can be purchased from the school's PA at some Parents Evenings or Parent Information Evenings.

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 Headteacher, Mr K Moody, 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
- In good condition

Parents are also expected to contact the Headteacher, Mr K Moody 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

Staff

- Staff will closely monitor pupils to make sure they are in correct uniform.
- In cases where uniform policy is breached staff will give any pupils and families breaching the uniform policy the opportunity to comply and liaise with Directors of Study and/or Deputy Headteachers to investigate possible reasons for the infringement such as financial hardship, family circumstances or a student's protected characteristics.
- The school will support pupils and parents facing financial hardship in order to ensure that uniform remains a social leveler at the school.
- Ongoing breaches of our uniform policy will be dealt with by Directors of Study and Deputy Headteachers.

Governors

The governing body 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 governing body will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

Monitoring arrangements

This policy will be reviewed annually.

Links to other policies

This policy is linked to our:

Behaviour and Anti-Bullying Policy
Single Equalities Policy
Complaints policy