

Ormiston Academies Trust

Ormiston Kensington Queensmill Academy

Uniform policy

Policy version control

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1. Aims

1.1. 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 the academy will avoid discrimination in line with its legal duties under the Equality Act 2010
- Clarify the expectations for school uniform

2. Legal duties under the Equality Act 2010

2.1. The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include: age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

2.2. To avoid discrimination, the academy will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all pupils to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons, or if they are experiencing discomfort
- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with **Anna Kyrkou Mergou**, Primary Phase Lead, **Janja Vodusek**, Secondary and Post-16 Phase Lead or **Jenny Moynihan**, Satellite Provision Phase Lead, on info@okqma.co.uk or 0203 745 7044, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

3. Limiting the cost of school uniform

3.1.1. At Ormiston Kensington Queensmill Academy, we encourage students to wear school uniform as it promotes a sense of belonging and equality. However, we recognise that many of our pupils have complex sensory needs and may find certain clothing uncomfortable or distressing. In line with our inclusive ethos, we do not impose the wearing of uniform. Families are welcome to choose clothing that supports their child's comfort, 4 Uniform policy regulation, and wellbeing. The primary purpose of the

uniform policy is to support a safe, calm, and inclusive learning environment. Branded uniform items may be worn but are not compulsory.

- 3.2. 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 (DfE) on the cost of school uniforms.
- 3.3. We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.
- 3.4. We will make sure our uniform:
 - Is available at a reasonable cost
 - Provides the best value for money for parents/carers
- 3.5. We will ensure this by:
 - 3.5.1. Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
 - We encourage students to wear school uniform to foster a sense of belonging and community; however, we recognize that some pupils have sensory or additional needs that may make specific clothing uncomfortable. In keeping with our inclusive ethos, families may choose clothing that supports their child's comfort, wellbeing, and readiness to learn. Our priority is to maintain a safe, calm, and inclusive learning environment, and therefore any branded school clothing is optional and not a requirement for attendance.
 - 3.5.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible. No pupil will be required to wear branded uniform items.
 - 3.5.3. Limiting compulsory branded items to low-cost and/or long-lasting items. Ensure that any optional branded items offered are low cost, durable, and provide value for families.
 - 3.5.4. 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
 - 3.5.5. Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
 - 3.5.6. Avoiding different uniform requirements for different year/class/house groups, allowing families flexibility to choose items that meet their child's needs and can be worn outside school.
 - 3.5.7. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
 - 3.5.8. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter

- 3.5.9. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
- 3.5.10. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 3.5.11. Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 3.5.12. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.5.13. Consulting with parents/carers and pupils on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
- 3.5.14. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.5.15. Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

4. Expectations for academy uniform

4.1. The academy uniform

- 4.1.1. At Ormiston Kensington Queensmill Academy, we encourage students to wear school uniform as it promotes a sense of belonging and equality. However, we recognise that many of our pupils have complex sensory needs and may find certain clothing uncomfortable or distressing. In line with our inclusive ethos, we do not impose the wearing of uniform. Families are welcome to choose clothing that supports their child's comfort, 4 Uniform policy regulation, and wellbeing. The primary purpose of the uniform policy is to support a safe, calm, and inclusive learning environment. Branded uniform items may be worn but are not compulsory.
- 4.1.2. Expectations for PE kit and swimming kit – We encourage all students to wear appropriate kit for PE and swimming sessions to support safety, hygiene, and participation. However, we understand that some students may have sensory sensitivities or other needs that make wearing standard kit challenging. In these cases, we will work with families to agree on suitable alternatives that allow students to engage comfortably in physical activities. Our aim is to ensure every child can take part in PE and swimming in a way that respects their individual needs and promotes wellbeing.
- 4.1.3. Expectations for jewellery and hair – taking into account the requirement described in section 2, to avoid discrimination in line with the Equality Act 2010. Due to the needs of our pupils and the complexity of their needs they do not wear jewelry.

4.2. Where to purchase uniform

- 4.2.1. The Ormiston Kensington Queensmill Academy uniform can be purchased via the following website:
Kensington Queensmill – My Clothing

5. Expectations for the academy community

5.1. Pupils

- 5.1.1. Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:
- 5.1.1.1. On the school premises
 - 5.1.1.2. Travelling to and from school
 - 5.1.1.3. At off-site events or on trips that are organised by the school, or where they are representing the school (if required)
- 5.1.2. Pupils are also expected to contact **Anna Kyrkou Mergou**, Primary Phase Lead, **Janja Vodusek**, Secondary and Post-16 Phase Lead or **Jenny Moynihan**, Satellite Provision Phase Lead, on info@okqma.co.uk or 0203 745 7044 if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2. Parents and carers

- 5.2.1. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:
- 5.2.1.1. Clean
 - 5.2.1.2. Clearly labelled with the child's name
 - 5.2.1.3. In good condition
- 5.2.2. Parents are also expected to contact **Anna Kyrkou Mergou**, Primary Phase Lead, **Janja Vodusek**, Secondary and Post-16 Phase Lead or **Jenny Moynihan**, Satellite Provision Phase Lead, on info@okqma.co.uk or 0203 745 7044 if they want to request an amendment to the uniform policy in relation to:
- 5.2.2.1. Their child's protected characteristics
 - 5.2.2.2. The cost of the uniform
- 5.2.3. Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner in accordance with the school's complaints policy.

5.2.4. Disputes about the cost of the school uniform will be:

5.2.4.1. Resolved locally

5.2.4.2. Dealt with in accordance with our school's complaints policy

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

5.3. Staff

5.3.1. 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 principal if the situation doesn't improve.

5.3.2. Ongoing breaches of our uniform policy will be dealt with by Phase Leaders with sensitivity. In situations where clothing choices may be linked to sensory needs or financial hardship, staff will take a mindful and considerate approach, prioritizing pupil well-being and dignity while working collaboratively with families.

5.3.3. 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 and the pupil will not miss classroom teaching because of a sanction. This is in line with the statutory [guidance](#).

5.4. Governors

5.4.1. The governing body will review this policy to ensure it:

5.4.1.1. Is appropriate for the academy's context

5.4.1.2. Is implemented fairly across the school

5.4.1.3. Takes into account the views of parents and pupils

5.4.1.4. Offers a uniform that is appropriate, practical and safe for all pupils

5.4.2. The governing body will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

6.1. This policy will be reviewed in line with OAT's internal policy schedule and/or updated when new legislation comes into force. At every review, it will be approved by GB.

7. Links to other policies

7.1. This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Charging and remissions policy (for any references to charging)