



OASIS COMMUNITY LEARNING UNIFORM POLICY

January 2020

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1.0 Introduction

We take pride in all of our students across the Trust, and we want them to take pride in themselves each day coming to school. Wearing the Oasis badge shows them they are all part of Oasis.

It is important that students wear clothing at their Academy which is suitable for their daily routine. We believe that it also allows both students, parents and carers to identify with their Academy.

Ethos	+	Learning	+	People	+	Purpose	+	Inclusion	+	Curriculum
Rooted in what we believe		Who am I? Who am I becoming?		Exceptional strength and opportunity		In partnership with our communities		Driven through passion		The heart of educational provision

Our **Education Charter** is at the heart of everything we do. Our uniform policy has been developed in line with the charter:

- We model and set high aspirations and expectations for every child and young person
- We equip our students and staff to be engaged local and global citizens who strive for a better society
- We strive for personal as well as academic and vocational excellence, achieving outcomes that drive social mobility and give everyone freedom of choice through their lives

2.0 What is this policy about?

This policy gives Academy leaders guidance when establishing their localised uniform policy for their Academies, which must be displayed on the Academy website.

3.0 Who is this policy for?

Academy senior leaders and parents

4.0 Policy Statement

Rationale

The Trust recognises the value of having Academy uniforms for the following reasons:

- **Inclusion** – uniforms promote our belief of inclusion for all
- **Pride** – the uniform promotes a sense of pride in each student, academy and the Trust
- **Safety** – if all the students in our Trust wear a clearly recognisable, correctly branded uniform it is easy to identify strangers in the Academy. On the way to and from the Academy it also affords a degree of safety as the students are part of a large body of young people who will look out for each other
- **Preparation for the future** – many jobs require staff to wear a uniform and even if there isn't a uniform there is often a dress code. Uniform helps young people get used to dressing to a prescribed standard. It also helps them know the difference between formal and informal dress
- **Value for money** – good quality uniform should be seen as effective value for money by most parents / carers

- **Relieves students from fashion ‘stress’** – a localised Academy uniform eliminates the stress placed on students to purchase and wear expensive, fashionable items
- **A sense of pride** – we all feel proud of our young people when they are well dressed in the uniform. Uniform and PE/sport kits also help students to demonstrate pride in their Academy
- **Helps raise aspirations** – the smarter you feel the more you believe you can achieve

Religious Dress

The Trust recognises that some students may wish to wear distinctive garments for religious reasons. Each Academy will determine the religious garments that will be allowed after consultation with representatives of parents/carers and local leaders of the relevant religious groups.

For example:

- Religious head covering may be worn but must be plain, as well as of an agreed colour to be fixed upon by the Academy. In most cases, the standard colour would include black, navy blue or white, although exceptions may be made in consultation with the Academy.
- Students may wear long, ankle-length skirts, instead of knee-length skirts or trousers.
- Students may wear long tracksuit bottoms for PE instead of shorts

No dress will be allowed that covers any part of the face from forehead to neck in the interests of safety. It is vital that the Academy staff can recognise at all times who is in the Academy.

Should parents/carers require their child to wear a specifically religious garment or symbol, they should contact the Academy (i.e. the Principal) who, after consultation, will contact the parent/carer with a decision.

Religious Symbols

The wearing of religious symbols or other insignia is permitted, however these will need to be covered. Those academies that have a zero jewellery rule will need to balance this against any potential unintentional discrimination under the Equality Act for those students who wish to wear religious symbols.

Equal Opportunities

In determining and implementing the uniform policy Academies will take account of the OCL Student Equality, Diversity and Inclusion Policy and the needs of individual students.

Sourcing uniform

When considering how the school uniform should be sourced, The Trust gives priority to the consideration of cost and value for money for parents. Academy uniform should be easily available for parents/carers to purchase and Academies should seek to select items that can be purchased cheaply. Academies should keep compulsory branded items to a minimum and avoid specifying expensive items of uniform.

Academies should structure their budget so that support can be given to students who are unable to afford the academy uniform.

Responsibilities

The Principal will:

- ensure that the requirements and policies on cost and remission of cost are clearly set out in the Academy prospectus and website
- determine the action to be taken for breaches of the uniform code
- periodically consult parents/carers and students on the cost
- ensure all uniform is sourced and purchased in line with OCL Brand Guidelines

Parents/carers will ensure students have the correct uniform and PE / sports kit

Students will wear correct uniform at all times

Staff will ensure uniform requirements are kept to at all times

Academy website

The following information detailing student uniform should be included on each Academy website as a minimum (this will need to be completed locally by each academy):

- uniform supplier – including uniform supplier contact details, opening times,
- details of uniform to be worn by students
- jewellery (including during PE and sport sessions) & personal belongings
- detail of PE and sports kit to be worn by students

Trust uniform expectations

This section outlines the uniform expectations of the Trust. Academies are able to add more detail to the broad guidelines below:

- Uniform is checked each morning on entry to the Academy as students must follow the academy uniform guidelines displayed on the academy website
- Uniform guidelines must be gender neutral (for example, no mention of boy or girl in the uniform description)
- Students should wear plain black leather/faux leather shoes. No trainers, or branded shoes, or boots are permitted
- In our secondary academy's blazers should be worn as explained on the academy website
- There may be different expectations for each phase of learning (e.g. in all through academies or those with sixth forms or nurseries)
- For safety reasons, all jewellery should be removed for all PE activities and long hair should be tied up. If students are unable to remove jewellery, it should be covered with tape
- Usually, students are expected to change into PE kit for every PE lesson
- Every article of clothing must be marked with the student's name
- Each student is responsible for his or her own clothing

We are grateful to parents and carers for their full support in seeing that high standards are maintained in the wearing of uniform, tidiness and cleanliness. We assume all parents and carers will ensure their son or daughter dresses according to the uniform list.

Where students do not meet the required standards and expectations or uniform the appropriate steps in the localised academy behaviour for learning policy will be followed.

Monitoring, Evaluation and Review

Oasis Community Learning will review this policy at least regularly and assess its implementation and effectiveness

5.0 The requirements that apply to this policy

This policy has been developed in line with the DfE guidance regarding school uniform published in September 2013 ([link here](#))

6.0 RACI matrix

Policy Element	Leadership				
	Board	OCL CEO	OCL COO	Regional Director	Academy Principal
Academy uniform policy is in line with DfE 2013 guidance				I	R
Academy uniform policy is in line with OCL Equality, Diversity and Inclusion Policy				I	R
Student uniform guidelines are published on the Academy website				I	R
Monitoring of the policy		R		R	R

Document Control

Changes History

Version	Date	Owned and Amended by	Recipients	Purpose
1.0	Dec 2019	Chris Chamberlain	Academy leaders	To ensure that uniform policies follow DfE guidelines and the Trust ethos

Policy Tier

- ☐ Tier 1
☒ Tier 2
☐ Tier 3
☐ Tier 4

Owner

Chris Chamberlain

Contact in case of query

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Approvals

This document requires the following approvals.

Name	Position	Date Approved	Version
John Murphy	CSG	December 2019	1.0

Position with the Unions

Does the policy or changes to the policy require consultation with the National Unions under our recognition agreement?

- ☐ Yes
☒ No

If yes, the policy status is:

- ☐ Consulted with Unions and Approved
☐ Fully consulted (completed) but not agreed with Unions but Approved by OCL

- ☐ Currently under Consultation with Unions
- ☐ Awaiting Consultation with Unions

Date & Record of Next Union Review

Location

Tick all that apply:

- ☐ OCL website
- ☐ Academy website
- ☒ Policy portal
- ☐ Other: state

Customisation

- ☒ OCL policy
- ☐ OCL policy with an attachment for each Academy to complete regarding local arrangements
- ☐ Academy policy
- ☐ Policy is included in Principals' annual compliance declaration

Distribution

This document has been distributed to:

Name	Position	Date	Version
Principals	Academy leaders	December 2019	1.0