

Ormiston Academies Trust

Cowes Enterprise College, an Ormiston Academy Uniform policy

Policy version control

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1.Aims

1.1. This policy aims to:

- Set the academy's 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 sex, race, religion or belief, and gender reassignment.

2.2. To avoid discrimination, the academy will:

2.2.1. 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

2.2.2. Make sure that the uniform costs the same for all pupils

2.2.3. Allow all pupils to have long hair (whilst reserving the right to ask for this to be tied back)

2.2.4. Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable

2.2.5. Allow pupils to request changes to swimwear for religious reasons

2.2.6. Allow pupils to wear headscarves and other religious or cultural symbols

2.2.7. Allow for adaptations to the policy on the grounds of equality by asking pupils or their parents to get in touch with Victoria Wells, Vice Principal, who can answer questions about the policy and respond to any requests

3.Limiting the cost of school uniform

3.1. The academy has a duty to make sure that its uniform is affordable, in line with [statutory guidance](#) from the Department for Education on the cost of school uniform.

3.2. We understand that items with distinctive characteristics (such as branded clothing, 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.

3.3. We will make sure our uniform:

3.3.1. Is available at a reasonable cost

3.3.2. Provides the best value for money for parents/carers

3.4. We will ensure this by:

- 3.4.1. Carefully considering whether any items with distinctive characteristics are necessary
- 3.4.2. Limiting any items with distinctive characteristics where possible
- 3.4.3. Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- 3.4.4. 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
- 3.4.5. Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- 3.4.6. Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- 3.4.7. Avoiding different uniform requirements for different year/class/house groups
- 3.4.8. Avoiding different uniform requirements for extra-curricular activities
- 3.4.9. Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- 3.4.10. Making sure that arrangements are in place for parents to acquire second-hand uniform items
- 3.4.11. Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- 3.4.12. 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 academy uniform

The academy uniform

4.1 Essential Uniform and optional alternatives

- College blazer, worn around the academy at all times, may be removed in lessons with the teacher's permission.
- A optional plain black 'V' neck pullover (absolutely no logos) may also be worn in addition to, but not instead of, the blazer.
- Smart black trousers, must be loose-fitting and about the same width from knee to ankle, not skinny fit or cropped length. Optional alternative: An academy kilt or smart black shorts. Both worn at knee length or below.
- White collared shirt, tucked in with academy tie. Optional alternative: A white reversed collared blouse, tucked in, without tie.
- Plain black or white knee or ankle socks or tights or plain tan tights (trainer socks are not allowed).

- Plain black school shoes or trainers (absolutely no logos). Boots, heels, open toes, sling-backs etc. are not acceptable.

Availability:

- Black trousers, smart black shorts, black V neck pullover, white shirts and blouses, socks, tights, plain black shoes and trainers are available from Simmonds. However, these items can also be purchased more widely, such as from supermarkets, independent retailers and second-hand shops (subject to availability).
- The optional plain black 'V' neck pullover is needed more so in the colder months of the year, it is not necessary all year round

4.2 Branded Items:

- The academy blazer, academy tie and academy kilt are branded and only available from Simmonds uniforms supplies as new.
- Good condition second-hand branded academy uniform can be purchased from Mountbatten Charity Shop, 115 High St, Cowes, PO31 7AX. Tel: 01983- 217285, subject to availability.

4.3 Hairstyles

- Hairstyles should be moderate and appropriate for school. Hair dye is not recommended for children at secondary school age. However, if used, hair colour should remain natural and not undermine our high standards of appearance. Haircuts which are less than grade 1, markings, tramlines or symbols are not allowed.

Notwithstanding the above, Cowes Enterprise College explicitly protects students and staff who come to school with natural hair and protected hairstyles associated with their racial, ethnic and cultural identities. Please contact the Academy if you think that this might apply to your child.

4.4 Jewellery and makeup

- Jewellery must not be worn. One simple stud or sleeper may be worn in the lobe of each ear.
- No facial piercings.
- A wristwatch may be worn. Smart watches are not allowed.
- Make-up must not be visible.
- Nail varnish must only be clear in colour and no false nails of any description is permitted.

4.5 Essential PE Uniform and optional alternatives

- Academy black and red polo shirt
- Academy black shorts or plain black shorts. As an alternative to black shorts, students may wear either academy leggings with the CEC logo, or plain black jogging bottoms
- Academy red and black socks or plain red or plain black sports socks
- White or black ankle socks for indoor or outdoor for summer activities
- Non-marking trainers (separated from school shoes)
- Football or rugby boots for the 3G pitch (please see the Academy website – Essential footwear for the 3G Pitch)
- Shin pads, Hair tie and Earing tape (if earrings can't be removed)

- The academy PE polo shirt, academy black shorts (or uniform leggings if preferred) are branded and only available from Simmonds uniform supplies as new. Sometimes good condition second hand Cowes Enterprise College branded academy uniform can be found in second hand retailers.
- Plain black track bottoms, black or red socks, non-marked trainers, football boots and shin pads are available from Simmonds. However, these items can also be purchased more widely, such as from supermarkets and independent retailers.

4.6 Optional PE uniform

- For colder month an academy track top with CEC logo is available from Simmonds Alternatively, a plain black crew neck jumper or school V neck black jumper can be worn for PE.
- Gum shield (for contact sports)
- Hoodies and sports-branded items of clothing are not accepted as PE kit.

4.6 Uniform stockist

The Academy's uniform stockist is Simmonds

<https://simmonds-ltd.com/cowes-enterprise-college/>

Good condition second-hand branded academy uniform can be purchased from Mountbatten Charity Shop, 115 High St, Cowes, PO31 7AX. Tel: 01983- 217285, subject to availability.

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 Victoria Wells, Vice Principal, 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 Victoria Wells, Vice Principal, 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.

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 treated as a failure to follow reasonable instructions and dealt with in line with the Academy's Behaviour for Learning policy.

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.

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, for example by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

6.1. This policy will be reviewed bi-annually by Victoria Wells, Vice Principal. At every review, it will be approved by the local governing body.

7. Links to other policies

7.1. This policy is linked to our:

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