



OASIS COMMUNITY LEARNING UNIFORM POLICY



CONTENTS

At a glance.....	3
Checklist.....	3
In brief.....	3
Why do we have a uniform?.....	4
Religious dress	4
Religious symbols.....	5
Equal opportunities	5
Cost of uniform	5
Uniform suppliers.....	5
Second hand uniform.....	6
PE kit.....	6
Trust uniform expectations.....	6
Academy websites.....	7
Complaints.....	7
Responsibilities.....	7
Training requirements.....	8
Statutory requirements.....	8
RACI Matrix	9
Document Control.....	10

At a glance

OCL is part of the wider Oasis family with a shared vision for community, a place where everyone is included, making a contribution and reaching their God-given potential. With this in mind:

- 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

It is important that students wear clothing at their academy which is affordable and suitable for their daily routine. We take pride in all our students across the Trust, and we want them to take pride in themselves each day coming to school. We believe wearing the Oasis badge allows students, parents and carers to identify with their academy.

Checklist

- We will be understanding and supportive in the way we work with and support families over uniform issues
- We ensure that our approach to school uniform is underpinned by the Oasis Ethos and 9 Habits.
- We aim to follow the DfE guidance for school uniform
- We will have second hand uniform shops in each academy
- We will ensure that branded uniform items are kept to the very minimum
- We will check that we are securing the best price for branded uniform items
- We will ensure that any contracts for school uniform suppliers allow for a minimum of two approved suppliers to give parents choice, and that such contracts are re-tendered regularly, and at least every five years
- We will have a uniform policy on our academy website that is in line with this one

In brief

This policy outlines our approach to uniform across the Trust. The policy follows the current DfE guidance closely. This policy gives academy leaders guidance when establishing their localised uniform policy for their academies, which must be displayed on the academy website.

Why do we have a uniform?

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

- **Inclusion** – uniforms promote our belief of inclusion for all
- **A sense of belonging** – the uniform promotes a sense of belonging 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 coverings 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 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 always recognise 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.

Cost of uniform

Parents should not have to think about the cost of a school uniform when choosing which school(s) to apply for. Therefore, academies need to ensure that their uniform is affordable.

In considering cost, academies 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.

Academies should keep the use of branded items to a minimum to keep the cost of uniform down.

If uniform is too expensive it can place an unreasonable burden on families. Furthermore, if a distinction can be made between those who can afford it and those who cannot, this can reduce the benefits of a uniform and has the potential to negatively impact attendance, access and participation, and lead to bullying

Uniform suppliers

Academies 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).

The Trust is discouraging the use of single suppliers. Academies should ensure that there is always more than one source of school uniform (including PE kit). This will include local supermarkets.

We will ensure that where approved suppliers are used, there are a minimum of two approved suppliers to give parents choice, and that such contracts are re-tendered regularly, and at least every five years

Second hand uniform

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.

PE kit

When developing their academy PE kit, leaders should apply the same consideration to cost as they would for the everyday items in their uniform.

Academies should avoid being overly specific in their kit requirements for different sports and keep the number of items, particularly the number of branded items, to a minimum.

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 academies, 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 their 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.

Academy websites

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, on a centrally provided template):

- Uniform supplier(s) – including uniform supplier contact details, opening times,
- Details of uniform to be worn by students (including which items are mandatory, and which are branded)
- Jewellery (including during PE and sport sessions) & personal belongings
- Detail of PE and sports kit to be worn by students
- OCL Uniform Policy

Complaints

Disputes about the cost of school uniforms should be resolved locally and should be pursued in accordance with the OCL complaints policy.

Responsibilities

It is the responsibility of the Principal to ensure that this guidance is followed. The Regional Director will have an overview of the academy's actions in line with this policy.

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
- Ensure they adhere to the DfE's Statutory guidance – Cost of school uniforms

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

Students will always wear correct uniform

Staff will ensure uniform requirements are kept to at all times.

Training requirements

Leaders and those in charge of uniform supply should be aware of the latest DfE guidance about uniform provision.

Statutory requirements

This policy complies with the latest DfE uniform guidance

RACI Matrix

“R” is Responsible” for a task listed in the policy, an “A” for anyone who is “Accountable”, a “C” for anyone who must be “Consulted” under the policy, and “I” is anyone who must be informed about the policy.

Policy Element	Board	Leadership			Academy			
		OCL CEO	OCL COO	Regional Director	Academy Principal	Operations manager		Parents
We will be understanding and supportive in the way we work with and support families over uniform issues					R			
We ensure that our approach to school uniform is underpinned by the Oasis Ethos and 9 Habits.					R			
We aim to follow the DfE guidance for school uniform				I	R			
We will have second hand uniform shops in each academy				I	R			
We will ensure that branded uniform items are kept to the very minimum				I	R			C
We will check that we are securing the best price for branded uniform items				I	R			C
We will have a uniform policy on our academy website that is in line with this one				I	R			
We will ensure that uniform providers are reviewed every five years				I	R			C
We encourage academy leaders to ensure that staff are aware of the key points of this policy				I	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
2.0	November 2022	Chris Chamberlain	Academy leaders	To ensure that uniform policies follow the updated DfE guidelines on school uniform
2.1	Jan 2023	Sarah Graham on behalf of Chris Chamberlain	Academy leaders	Minor wording amendment

Policy Tier

- Tier 1
 Tier 2
 Tier 3
 Tier 4

Owner

Chris Chamberlain. National Director Primary

Contact in case of query

Chris Chamberlain chris.chamberlain@oasisuk.org

Approvals

This document requires the following approvals.

Name	Position	Date Approved	Version
Directors' group		29/11/22	2.0

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
Not applicable

Location

Tick all that apply:

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

Customisation

- OCL policy
- OCL 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
Academy Principals	Academy Principal	2022	2.0