

**OUR LADY'S ABINGDON (OLA)
SCHOOL UNIFORM POLICY****Document Details**

Information Sharing Category	School Domain
Version	1
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Authorised by (if required)	Governing Board
Responsible Area	Head and Leadership Team

Availability: All who work, volunteer or supply services to our school have an equal responsibility to understand and implement this policy and its procedures both within and outside of normal school hours, including activities away from school.

Monitoring and Review:

Reviewed: September 2022

Next Review: September 2023

1. Introduction and aims

The final 'S' in OLA's pupil expectations (The B.A.S.I.C.S) stands for **SMART** and asks students to *work smartly* and *"to look smart by wearing my uniform with pride and in line with uniform expectations"*. OLA understands that simply wearing a uniform on its own is unlikely to improve learning per se, however, we believe that a uniform worn well is part of a broader school improvement process which takes into account the school ethos, improvement of behaviour and discipline and instils a sense of pride in pupils. We believe uniforms provide a sense of belonging for students. They are helpful in fostering a good learning environment and help promote the ethos of OLA.

We believe that our uniform plays a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education

This policy has been informed by the latest [Government advice on school uniforms \(November 2021\)](#) and should be read alongside OLA's *Single Equalities policy*.

In developing our School Uniform Policy, the Governing Board paid due consideration to:

- engaging with parents and pupils when designing the uniform policy or when making any significant changes - these views are considered in determining the final policy
- considering how the introduction of the proposed uniform policy might affect groups represented in OLA, especially those who share protected characteristics as defined by the Equality Act 2010
- considering how comfortable the proposed uniform will be for pupils
- taking a sensible approach to allow for exceptions to be made during extreme weather e.g. shirt sleeve order.
- ensuring that their uniform is suitable and safe for pupils who walk or cycle to school, for instance, by allowing pupils to wear a coat which they could be visible in when it is dark going home
- choosing a PE kit which is practical, comfortable, appropriate to the activity involved and affordable
- ensuring the final policy is published on OLA's website so it is easy for parents (including parents of prospective pupils) to access and understand
- considering carefully the risk of a challenge to the policy and consider the appropriate insurance cover

OLA is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. School Uniform Policy: Reviewed September 2022

Outside of their responsibilities to comply with all relevant legislation, OLA's Governing board also considers other relevant factors. For instance, manufacturing items of clothing can have a significant impact on the environment.

2. Inclusivity

When making decisions about our uniform policy, OLA understands its obligations under the [Human Rights Act 1998](#) and the [Equality Act 2010](#). OLA's uniform policy considers the impact on pupils who share a protected characteristic. The relevant protected characteristics to consider when developing and implementing our uniform policy are:

- sex
- religion or belief
- race (including colour, nationality, ethnic or national origin)
- disability
- gender reassignment
- pregnancy

OLA's Governing board has designed the uniform to be as inclusive as possible, and we are considerate in the implementation of our uniform policy so that all pupils are able to wear the uniform. OLA's Governing board ensures that in developing and implementing the uniform policy, key considerations such as safeguarding requirements and the health and safety of their pupils, are taken into account. OLA is sensitive to the needs of different cultures, races and religions and acts reasonably in accommodating these needs, without compromising important school policies, such as school safety or discipline. OLA is willing to consider reasonable requests for flexibility in the uniform policy for an individual pupil to accommodate their religion or belief, ethnicity, disability, or other special circumstances.

a) Religion or beliefs

Some religions and beliefs require their adherents to conform to a particular dress code or to otherwise outwardly manifest their belief. This could include wearing or carrying specific religious artefacts, not cutting their hair, dressing modestly, or covering their head. Pupils have the right to manifest a religion or belief, but not necessarily at all times, places or in a particular manner.

Where OLA has good reason for restricting an individual's freedoms, for example, the promotion of cohesion and good order in the school, or genuine health and safety or security considerations, the restriction of an individual's rights to manifest their religion or belief may be justified. It should be possible for most religious requirements to be met within our uniform policy and OLA will act reasonably through consultation and dialogue in accommodating these.

b) Discrimination

In developing and implementing our school uniform policy, OLA considers its obligations not to discriminate unlawfully. For example, whilst schools can designate different uniform requirements for boys and girls, girls' uniforms should not be significantly more expensive than boys' or vice-versa, as this may constitute unlawful sex discrimination. To avoid discriminating against those who share particular protected characteristics, we aim to be as inclusive as possible; we have a **trouser** uniform and a **skirt** uniform.

OLA engages with parents and pupils when developing our uniform policy to ensure that it is suitable for the OLA community, recognising that this community may change over time. If a requirement will affect a certain group with protected characteristics more than others, OLA thinks very carefully about whether this requirement is the best way to achieve its aims and what mitigations could be put in place. Such a requirement will need to be justified as a proportionate means of achieving a legitimate aim if it is to be lawful, and the policy will need to be flexible enough to allow for necessary exceptions. Even when a policy has been agreed, OLA allows for some individual variations to our uniform policy, where necessary to avoid indirect discrimination. For instance, reasonable adjustments are made, as appropriate, for pupils with a disability. OLA understands that if it does not allow for these adjustments where they are necessary, this may constitute indirect discrimination.

3. Uniform (See Appendix 1-5)

Our official school uniform and PE kit provider is Stevensons. Parents can order online or visit the Stevensons store in Oxford.

Please note: The old-style uniform can be worn until July 2024. Only the new style uniform can be worn from September 2024.

Uniform for Years 3-Upper Sixth:

- All uniform items (except those marked with an asterisk), must be purchased from Stevensons, our official uniform supplier. Many of the items marked with an asterisk are available from Stevensons including trainers and football boots from their Oxford shop.
- All items of uniform and PE kit should be labelled inside using the pupil's full first name and surname. Woven name tapes are available from Stevensons. Note: Stevensons woven name tapes are provided by National Weaving. Parents purchase a voucher through Stevensons which they redeem online with National Weaving.
- During the COVID pandemic, OLA has enabled pupils to come into school in PE kit on the days they have PE or Games, rather than changing at school in more confined spaces. This change continues to be implemented as required.
- The navy-blue outdoor coat is a compulsory item of the school winter uniform.
- School blazers are required for the summer term and for special occasions throughout the year, but children entering the school in September or January may wait until the following Easter to purchase their first blazer.
- Earrings and other items of jewellery may not be worn in school.
- Hair bands must be plain white, navy or blue. Hair longer than shoulder length must be tied back at all times.

The Head's decision on all matters relating to a pupil's appearance is final.

OLA 6th Dress Code

With an emphasis on preparing students for the future, OLA 6th students are encouraged to present themselves for life in a professional world. Students are not required to wear school uniform, but they are expected to wear clothes that are smart and business-like. All clothing must be appropriate. Bespoke business suits, individualised with a formal shirt and tie, or blouse or appropriate top, allow them to feel comfortable in formal attire. The guidelines below leave room for flexibility but require students to be mature in their implementation. The Head and Deputy head have the final decision on the suitability of attire. Students should ask the Head of OLA 6th or their tutor if they have any doubts about the suitability of their dress.

- All PE kit items (except those marked with an asterisk), must be purchased from Stevensons our official uniform supplier.
- Students are expected to have a formal suit with a suit jacket/blazer. The jacket must be worn when walking around school but can be removed during lessons/registration.
- The jacket must also be worn for official occasions, such as school events, including assemblies and church services.
- T-shirts, sweatshirts, over-sized jumpers, hoodies, clothing with slogans, jeans, sportswear, trainers, causal shoes and beach-style sandals are not acceptable.
- PE kit should be worn only when participating in sport or when changed for Games afternoon. During the COVID pandemic, OLA has enabled pupils to come into school in PE kit on the days they have PE or Games, rather than changing at school in more confined spaces. This change continues to be implemented as required.

a) For Girls:

- Materials: can be plain or patterned but must be smart.
- Neon colours or garish designs (for example) are not appropriate.
- No clingy materials or styles such as bodycon are permitted.
- Skirts, trousers and tops: within the definition of smart, is the need to dress appropriately to make yourself and others feel comfortable. Skirts should be no shorter than a palm's width above the knee.
- Tops can be sleeveless, but not vest tops or cut-away back/shoulders or off-the-shoulder tops and must cover bra straps. Jumpers must be light-weight and smart and should not be over-sized.
- Trousers must not be skin-tight, nor jeans-style, skinny-fit or combat. The emphasis is on well-fitting, smart trousers.
- Hairstyles and jewellery: must not be of an extreme nature (unnaturally dyed) and piercings may only be worn in the ear.
- Shoes: smart – no DMs, Ugg boots, sandals/flipflops, trainers or casual sports shoes.

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b) For boys:

- Ties should be worn with a suitable shirt.
- Smart trousers must be worn.
- Hairstyles: must not be of an extreme nature (unnaturally dyed or shaved – min no.2) and piercings and jewellery are not allowed.
- Facial hair: boys should be clean-shaven unless required on religious grounds and with parental request.

4. Uniform checks

Across the school year, uniform checks are carried out in the Lower and Senior School. The aim is to ensure this policy is being applied consistently.

5. Complaints and challenges to school uniform policy

Disputes about OLA's uniform should be resolved locally and should be pursued in accordance with the OLA's complaints policy. Parents are able to lodge their complaints and objections easily. In the event of a complaint, OLA's Governing board will consult and work closely with parents to arrive at a mutually acceptable outcome. The governing board ensures that the supplier, Stevensons, has an agreed procedure to deal with complaints about the supply and quality of uniforms.

A school uniform should be inclusive, and OLA aims to be considerate when implementing the policy so that our uniform is able to be worn by all pupils. Where the subject of a complaint is due to a pupil's protected characteristic, OLA's Governing boards will carefully consider requests to vary the uniform policy.

6. School Council

OLA's Lower and Senior school councils offer a form for issues related to school uniform to be discussed. This enables all pupils to have a voice in their daily dress. All items raised at school council meetings are put to the Head/Leadership team. Any outcomes are communicated back to the representatives.

7. Second Hand Uniform Shop

The OLA PA also runs OLA's second hand uniform shop and full details can be found on the website. The shop is currently closed due to COVID-19 restrictions but we are taking donations and making sales. Please email your requirements during term-time and we will do our best to help. We have a wide range of stock from Lower to Senior School all at half the price of the cost on Stevensons, along with house t-shirts, swim bags and other items.

If you have any preloved OLA school uniform items that you would like to sell, please follow the instructions on the Second-Hand Uniform Donation Form, and drop the items with the completed form into the blue metal parcel drop-box outside the OLA School main entrance. You will receive 60% of the price of all items sold or if you wish, you can donate the money to raise funds for the OLA PA.

8. Pupil non-compliance

Teachers can discipline pupils for breaching the OLA's rules on appearance or uniform. This should be carried out in accordance with the OLA's published Positive Behaviour Code. OLA deals with pupil non-compliance in a proportionate and fair way.

Appendix 1: Lower School Uniform list – Skirt Uniform

School Uniform - Skirt	PE Kit
Outdoor coat* plain navy (compulsory)	New OLA fitted PE t-shirt with school logo (compulsory)
Navy fleece gloves (optional)	Skort navy with school logo (compulsory)
Navy fleece hat (optional)	Tracksuit top navy with school logo (compulsory)
Scarf with school logo - non-uniform scarves are not permitted (optional)	Tracksuit bottom navy with school logo (compulsory)
Navy fitted blazer with school logo (compulsory Year 4 - 6)	Base layer top* - navy (optional)
Cardigan navy with maroon stripe (compulsory)	1/4 zip mid layer navy jumper with school logo (optional)
Pinafore dress / Kilt for Year 5/6 - tartan (compulsory winter uniform)	Base layer leggings* - navy (optional)
Summer dress - blue (compulsory for Trinity term and early warmer weeks of Michaelmas term only)	Games socks - hoops (compulsory)
Blouse - white short/long sleeved (compulsory)	Flip Flops/Sliders for swimming
Navy socks or tights (compulsory winter uniform)*	Outdoor trainers* (compulsory)
White ankle socks (compulsory summer uniform)*	Indoor trainers - non-marking* (compulsory)
Black shoes for outdoors* (compulsory)	Studded (moulded preferable) football boots for hockey/football* (compulsory)
	OLA holdall navy with school logo (optional)
	Mouthguard and Shin pads for hockey and football* (compulsory)
	Boot bag navy with school logo (optional)
	Navy Speedo swimming costume (compulsory)
	Swimming hat (given at first lesson)
	Swimming goggles* (compulsory)

Appendix 2: Lower School Uniform list – Trouser Uniform

School Uniform - Trouser	PE Kit
Outdoor coat* plain navy (compulsory)	New OLA unfitted PE t-shirt with school logo (compulsory)
Navy fleece gloves (optional)	Navy PE shorts with school logo (compulsory)
Navy fleece hat (optional)	Tracksuit top navy with school logo (compulsory)
Scarf with school logo - non-uniform scarves are not permitted (optional)	Tracksuit bottom navy with school logo (compulsory)
Navy blazer with school logo (compulsory Year 4 - 8)	Base layer top* - navy (optional)
Junior tie (compulsory)	1/4 zip mid layer navy jumper with school logo (optional)
V-neck jumper - navy with maroon stripe (compulsory)	Base layer leggings* - navy (optional)
Shorts or long trousers charcoal grey (compulsory)	Games socks - hoops (compulsory)
Shirt - white short or long sleeved (compulsory)	New OLA holdall - navy (optional)
Grey ankle socks* (compulsory)	Outdoor trainers* (compulsory)
Black shoes* for outdoors (compulsory)	Indoor trainers - non-marking* (compulsory)
	Studded (moulded preferable) football boots for hockey/football* (compulsory)
	Mouthguard for rugby and hockey* (compulsory)
	Shin pads for football and hockey* (compulsory)
	Boot bag navy with school logo (optional)
	Navy Speedo swimming costume (compulsory)
	Swimming hat (given at first lesson)
	Swimming goggles* and flip flops/sliders (compulsory)

Appendix 3: Senior School Uniform list – Skirt Uniform

School Uniform - Skirt	PE Kit
Fitted navy Blazer with school logo (compulsory)	PE fitted / unfitted t-shirt with school logo (compulsory)
Winter Coat* plain navy or black (compulsory)	Skort / Shorts with school logo (compulsory)
Scarf with school logo - non-uniform scarves are not permitted (optional)	OLA bootbag / holdall - navy (optional)
OLA tartan kilt on the knee (compulsory)	Tracksuit top and bottom - navy with school logo (optional)
V-neck jumper - navy with maroon stripe (compulsory)	Base layer top* - plain navy no logos or text (optional)
Blouse - cotton reverse collar long or short sleeve white (compulsory)	1/4 zip mid layer navy jumper with school logo (compulsory)
Opaque black tights* (compulsory)	Base layer leggings* - plain navy no logos or text (compulsory)
White ankle socks* may be worn in the Trinity Term if preferred (optional)	Games socks (compulsory)
Shoes* (compulsory) - black or navy leather with low heels – external height of heel at mid back must not exceed 4cm. Fashion shoes, boots and sandals with open toes or heels are not permitted.	White PE crew socks* (compulsory)
	Outdoor trainers* (compulsory)
	Indoor trainers - non-marking* (compulsory)
	Studded (moulded preferable) football boots - for football only (compulsory)
	Mouthguard for hockey* (compulsory)
	Shin pads for hockey* (compulsory)
	Games bag with school logo (optional)
	Navy Speedo swimming costume (compulsory)
	Swimming hat (given at first lesson)
	Swimming goggles* (compulsory) and flip flops/sliders

Appendix 4: Senior School Uniform list – Trouser Uniform

School Uniform - Trouser	PE Kit
Navy Blazer with school logo (compulsory)	PE unfitted t-shirt with school logo (compulsory)
Winter coat* plain navy or black (compulsory)	Rugby shirt with school logo (compulsory)
Scarf with school logo - non-uniform scarves are not permitted (optional)	Navy rugby shorts with school logo (compulsory)
Trousers - charcoal (compulsory) with black leather belt if required	Tracksuit top and bottoms navy with school logo (optional)
V-neck jumper - navy with maroon stripe (compulsory)	Base layer top* - plain navy no logo or text (optional)
Shirt - performance white cotton long or short sleeve (compulsory)	1/4 zip mid layer navy jumper with school logo (compulsory)
Tie Years 7 to 11 (compulsory)	Base layer leggings* - plain navy no logo or text (optional)
Grey socks* (compulsory)	Games socks (compulsory)
Shoes* - black, plain and polished. Fashion shoes, boots and sandals with open toes or heels are not permitted	White PE crew socks* (compulsory)
	Outdoor trainers* (compulsory)
	Indoor trainers - non-marking* (compulsory)
	Studded (moulded preferable) football boots for rugby/hockey/football* (compulsory)
	Mouthguard for rugby and hockey* (compulsory)
	Shin pads for football and hockey* (compulsory)
	Games bag / Boot Bag with school logo (optional)
	Navy Speedo swimming jammers (compulsory)
	Swimming hat (given at first lesson)
	Swimming goggles* (compulsory) and flip flops/sliders

Appendix 5: OLA 6th PE Kit

PE Kit - skirt uniform	PE Kit - trouser uniform
Navy fitted / unfitted PE t-shirt with school logo (compulsory)	Navy unfitted PE t-shirt with school logo (compulsory)
Base layer leggings* - plain navy no logo or text (compulsory)	Navy rugby shorts with school logo (compulsory)
1/4 zip mid layer jumper with school logo (compulsory)	1/4 zip mid layer jumper with school logo (compulsory)
Skort / Shorts with school logo (optional)	Base layer top* – plain navy no logo or text (optional)
Base layer top* - plain navy no logo or text (optional)	Tracksuit top and bottoms with school logo (optional)
Tracksuit top and bottoms with school logo (optional)	Base layer leggings* - plain navy no logo or text (optional)
Games socks (compulsory)	Games socks (compulsory)
White PE crew socks* (compulsory)	White PE crew socks* (compulsory)
Trainers - non-marking for indoor use* (compulsory)	Outdoor trainers* (compulsory)
Studded (moulded preferable) football boots - for football only (compulsory)	Indoor trainers - non-marking* (compulsory)
Mouthguard for Hockey* (compulsory)	Studded (moulded preferable) football boots for rugby/football* (compulsory)
Shin guards/pads for Hockey* (compulsory)	Mouthguard for rugby* (compulsory)
Games bag / Boot bag with school logo (optional)	Shin pads for football* (compulsory)
Navy Speedo swimming costume (compulsory)	Games bag / Boot bag with school logo (optional)
Swimming hat (given at first lesson)	Navy Speedo swimming jammers (compulsory)
Swimming goggles (compulsory if swimming)	Swimming hat (given at first lesson)
	Swimming goggles* (compulsory)
	Flip Flops/Sliders for swimming