

Ormiston Academies Trust

Ormiston Park 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 contact us through our website contact tab to 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. Factors Considered in Determining the Academy Uniform Policy

- When reviewing and developing our Uniform Policy, the academy has carefully considered the needs and circumstances of our school community. This includes the socio-economic context of our families, ensuring that uniform requirements remain affordable, accessible, and provide value for money. We

have sought to minimise unnecessary costs for parents and carers while maintaining high expectations for presentation and belonging.

- The policy also reflects the demographics of our pupil population and promotes inclusion, equality, and a sense of community for all students. Consideration has been given to the diverse backgrounds, needs, and experiences of our pupils to ensure that the uniform supports participation and inclusion across the academy.
 - In establishing our expectations, we have taken into account the uniform policies of neighbouring schools and other Ormiston Academies Trust schools. This helps to ensure that our standards are consistent with those of similar educational settings while maintaining an approach that reflects the unique identity of our academy.
 - Views of your school community The views of our school community, including pupils, parents, carers, staff, and governors, have informed the development of this policy. Feedback from stakeholders has helped to ensure that the policy is practical, fair, and aligned with the values and expectations of the academy.
- 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:
- In line with statutory guidance, the academy will limit the number of compulsory branded uniform items to a maximum of three. Up to four branded items may be required where one of those items is a school tie. The academy will keep branded items to the minimum necessary and will seek to ensure that uniform remains affordable for all families.
 - Blazer (branded)
 - Tie (branded)
 - PE top (branded)
 - PE quarter zip or hoodie (branded)
- 3.5.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible. If the academy has a blazer and jumper as part of its uniform, the blazer, featuring the school logo must be worn over the jumper, features the school logo.

- 3.5.3. Limiting compulsory branded items to low-cost and/or long-lasting items such as ties
- 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 extra-curricular activities including (but not limited to) sport, music and drama
- 3.5.7. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- 3.5.8. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
- 3.5.9. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 3.5.10. 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
- 3.5.11. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.5.12. 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
- 3.5.13. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.5.14. 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

Add details of your school uniform to this section, including:

4.1.1. Branded Items

The academy will keep the number of compulsory branded uniform items to the minimum necessary. In line with statutory guidance, secondary schools may require a maximum of three branded items, or four

branded items where one of those items is a school tie. Unbranded alternatives will be used wherever possible to reduce costs for families and ensure the uniform remains affordable. Scout and Cadet Force uniforms are not included within this limit.

4.1.2. Expectations for Generic Uniform Items

Where possible, generic uniform items may be purchased from a range of retailers. The academy will not specify particular colours, fabrics, brands, suppliers or styles where this would unnecessarily restrict parental choice or increase costs, unless there is a clear educational, safeguarding or practical rationale for doing so.

4.1.3. Physical Education Kit and Swimming Kit

The academy will avoid specifying different items of PE kit for each sport where a more flexible approach is appropriate. Pupils may wear suitable sportswear that meets the academy's expectations for safety, practicality and presentation.

4.1.4. Hair, Jewellery and Appearance

Requirements relating to hair, jewellery and personal appearance will be reasonable, proportionate and non-discriminatory. Expectations will take account of the academy's responsibilities under the Equality Act 2010 and will not unfairly disadvantage any pupil.

4.1.5. Coats, Bags and Footwear

Coats, bags and footwear may be purchased from a supplier of the family's choice, provided they are suitable for school use and comply with the academy's published expectations. The academy will avoid requiring unnecessarily expensive or branded items in these categories.

4.1.6. Seasonal Variations

The academy may make reasonable adjustments to uniform expectations to reflect seasonal weather conditions. For example, pupils may be permitted to wear additional layers during periods of cold weather or alternative uniform items during exceptionally warm weather, provided these continue to reflect the academy's standards and expectations.

4.1.7. Borrowed and Loaned Uniform Items

Where a pupil is unable to wear the correct uniform for a temporary reason, the academy may provide a loaned uniform item where available. Pupils will not be excluded from learning activities solely because

a loaned item is being worn. Arrangements for temporary uniform support will be communicated to parents and carers as required.

4.2. Where to purchase uniform

4.2.1. Purchasing Uniform

Parents and carers can purchase generic uniform items from a retailer of their choice, provided they meet the academy's published uniform requirements. The academy seeks to minimise the number of compulsory branded items and ensure that uniform remains affordable and accessible for all families.

Where branded items are required, details of approved suppliers and purchasing arrangements will be published on the academy website and communicated to parents and carers.

4.2.2. Second-Hand Uniform

The academy recognises the importance of providing affordable uniform options for families. A supply of good-quality second-hand uniform will be made available through academy-led initiatives, uniform exchange events, or other appropriate arrangements. Information regarding the availability of second-hand uniform will be published on the academy website and shared with parents and carers.

The academy will ensure that parents and carers are informed of opportunities to obtain second-hand uniform throughout the academic year, including at key transition points such as admission to Year 7.

Parents and carers requiring further information regarding the academy uniform, approved suppliers, second-hand uniform availability, or support with uniform purchases should contact the academy via info@ormistonpark.org.uk. Information is also available on the academy website.

4.2.3. Accessibility of Information

Information relating to academy uniform, approved suppliers, pricing, and the availability of second-hand uniform will be published in a clear and accessible format on the academy website. The academy will regularly review these arrangements to ensure they continue to offer value for money and support families in meeting uniform expectations.

The academy operates a pre-loved uniform scheme and will provide information on how parents and carers can access or donate items via the academy website and through regular communications.

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 info@ormistonpark.org.uk 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 info@ormistonpark.org.uk 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 Behaviour for Learning Team, following 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 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.

6. Monitoring arrangements

- 6.1. This policy will be reviewed at the end of each academic year, ready for the new academic year. by the SLT member i/c Behaviour for Learning. At every review, it will be approved by the 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)