

Ormiston Academies Trust

Edward Worlledge Ormiston Academy

Uniform policy

Policy version control

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Author	Natasha Rancins, National Director of Education
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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 get in touch with the principal who can 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. 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.

3.2. 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.

3.3. We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

3.4. We will ensure this by:

3.4.1. Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 3 items, including:

- A branded school jumper for Reception to Year 6
- A school tie for Years 3 to 6

3.4.2. 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

3.4.3. 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

3.4.4. Avoiding different uniform requirements for different year/class/house groups, other than a school tie for Key Stage 2.

3.4.5. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama

3.4.6. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter

3.4.7. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters

3.4.8. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions

3.4.9. 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

3.4.10. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes

3.4.11. 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

3.4.12. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers

- 3.4.13. 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

Reception, Year 1 and Year 2

- White polo shirt
- Black trousers or shorts
- Black skirt, black pinafore dress or purple checked dress
- Academy branded purple jumper or cardigan
- Black shoes or boots (no knee high or heels)

Year 3, 4, 5 and 6

- White collared shirt
- Black trousers or shorts
- Black skirt, black pinafore dress or purple checked dress
- Academy branded purple jumper or cardigan
- Academy branded striped tie (Years 3, 4 and 5)
- Academy branded purple tie (Year 6 – provided free of charge at the beginning of academic year)
- Black shoes or boots (no knee high or heels)

PE Kit

- Coloured PE t-shirt (in line with allocated house team colour)
- Black jogging bottoms, leggings or shorts
- Black or white trainers
- Black plimsols

Swimming Kit (Year 5 and Haven ONLY)

- Swimming trunks or 1 piece swimming costume
- Coloured or white swim hat (in line with allocated house team colour)
- Towel

Other additional items/requirements

- Bag – Academy branded backpacks, bookbags and PE bags are available to purchase. Alternatively, any backpack, drawstring bag etc is acceptable.
- Coat – Any style coat or jacket is acceptable.
- Jewellery – pupils with pierced ears are permitted to wear one pair of single studs, pupils must be able to remove these themselves, or place tape over them during PE. Wristwatches may be worn, but must be removed for PE. For health and safety reasons, no other jewellery is permitted to be worn (without express permission of the Principal) at any time.

- Hairstyle – no un-natural hair colours are permitted (without express permission of the Principal or during a fundraising event which has been communicated with parents). Pupils may not have shaved patterns in their hair.
- Nails – no false nails or nail varnish may be worn at school.

4.2. Where to purchase uniform

Generic Uniform

This includes items such as polo shirts, shirts, trousers, skirts, dresses etc – can be purchased from any local clothing supplier or supermarket.

Academy Branded Uniform

Any academy branded items such as jumpers, cardigans, ties, backpacks etc – can be purchased from Harrisons Schoolwear.

Harrisons Schoolwear – shop is located at 73 Southtown Road, Great Yarmouth, NR31 0DY

Website: <https://hschoolwear.co.uk/>

Contact: 01493 662214

Other Uniform Items

PE t-shirts are available to purchase from the academy office, costing £3.00 each.

Swim hats are available to purchase from the academy office, costing £2.00 each.

Second-hand Uniform

We stock a large variety of second-hand uniform in school. This ranges from shirts to trousers, to jumpers and cardigans. For more information please speak to your child's class teacher or contact the academy office.

Twice a year we also aim to have a "uniform day", where we take all second-hand uniform supplies and encourage parents to help themselves to anything that they may need.

We also take in donations of second-hand uniform.

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 the Principal should 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 the 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 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 the Principal or delegated member of SLT.
- 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:
- 5.4.2. Is appropriate for the academy's context
- 5.4.3. Is implemented fairly across the school
- 5.4.4. Takes into account the views of parents and pupils
- 5.4.5. Offers a uniform that is appropriate, practical and safe for all pupils
- 5.4.6. 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 2 yearly by the Principal. At every review, it will be approved by the Local Governing Body (LGB).

7. Links to other policies

- 7.1. This policy is linked to our:
 - Behaviour policy
 - Equality information and objectives statement
 - Anti-bullying policy
 - Complaints policy
 - Charging and remissions policy (for any references to charging)