

Ormiston Academies Trust

Ormiston Herman Academy

Uniform policy

Policy version control

Policy type	Statutory
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In consultation with	<i>Sourced document The Key</i>
Approved by	National Leadership Group, June 2026
Release date	June 2026
Review	June 2029
Description of changes	Updated policy Sections 2, 3 and 4 have been updated in response to updated government guidance. The most significant change is to the maximum number of branded items. All additional changes are minor word changes.

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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, Mrs Redhead, via office@ohacademy.co.uk, 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 branded items
- 3.4.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible
- 3.4.3. Limiting compulsory branded items to low-cost and/or long-lasting items If your school has ties as part of its uniform
- 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days. See more information in section 4.1
- 3.4.6. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- 3.4.7. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- 3.4.8. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
- 3.4.9. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 3.4.10. 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
- 3.4.11. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.4.12. 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

- 3.4.13. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.4.14. 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

- 4.1.1. All children are expected to wear our Academy uniform at all times, with the exception of some visits out of the Academy.
- 4.1.2. Jewellery is not permitted in the Academy, other than a wrist watch and one stud earring in each ear lobe. Please note, jewellery must not be worn on the days children are taking part in PE or Games lessons.
- 4.1.3. The Academy prides itself on the smartness of its pupils, and therefore will not tolerate extreme haircuts, hair colouring or the wearing of make-up. We expect parents / carers to support this policy.
- 4.1.4. All children are expected to have a warm coat during winter months, in a dark colour. 'Hoodies' with logos and denim clothing are not allowed.
- 4.1.5. The main academy uniform consists of the following:

Key Stage 1:

- Navy sweatshirt with logo.
- White polo shirt.
- Black / grey trousers or skirt.
- Black low-heeled shoes that can be polished of leather or synthetic leather material (no trainers).
- Plain black / grey / navy socks / tights.
- Navy / white check dresses with white socks in the summer – Summer term only.
- Tailored shorts – Summer term only.

Key Stage 2:

- V-Neck navy sweatshirt with logo.
- White-collared shirt and tie.
- Black / grey trousers or skirt.
- Black low-heeled shoes that can be polished of leather or synthetic leather material (no trainers).
- Plain black / grey / navy socks / tights.
- Navy / white check dresses with white socks in the summer – Summer term only.
- Tailored shorts – Summer term only.

4.2. Where to purchase uniform

- 4.2.1. Uniform including jumpers and PE kit can be purchased from Harrison's Schoolwear in Great Yarmouth (73 Southtown Road, Great Yarmouth, Norfolk, NR31 0DY).

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 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 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 contacting the pupil's parent to discuss a resolution

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 when necessary by the Senior Leadership Team. 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 policy
- Equality information and objectives statement
- Anti-bullying policy

- Complaints policy
- Charging and remissions policy (for any references to charging)