

Ormiston Academies Trust

Ormiston Bridge Academy

Uniform policy

Policy version control

Policy type	Statutory
Author	Natasha Rancins, National Director of Education
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.

Contents

1. Aims	3
2. Legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform	3
4. Expectations for academy uniform	5
4.1. The academy uniform.....	5
4.2. Where to purchase uniform	6
5. Expectations for the academy community	6
5.1. Pupils	6
5.2. Parents and carers	7
5.3. Staff.....	7
5.4. Governors	7
6. Monitoring arrangements	8
7. Links to other policies	8

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 Sophia Martin, Principal via info@obramail.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. To limit the cost of school uniform the academy will taking into account factors such as:

- The socio-economic status of your academy community
- Pupil demographics
- Uniform of neighbouring schools or other OAT academies

- Views of your school community
- 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:
- Primary phase: White branded polo shirt and navy-blue jumper
- 3.5.2. Secondary phase: Navy blue branded jumper, PE T-shirt and tie
- 3.5.3. Limiting compulsory branded items to low-cost and/or long-lasting items: such as ties and jumpers
- 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 different year/class/house
- 3.5.7. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- 3.5.8. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- 3.5.9. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
- 3.5.10. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 3.5.11. 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

- 3.5.12. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.5.13. 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
- 3.5.14. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.5.15. 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. In the **primary phase** branded white polo shirts are optional. The uniform consists of a white polo shirt, navy blue jumper, black or navy trousers, school shorts, or plain jogging bottoms.
- 4.1.2. During the **Summer term only**, pupils can wear summer **gingham navy** blue dress, dress-culottes (playsuit)
- 4.1.3. Plain black trainers, plimsolls or school shoes. Pupils are not permitted to wear sliders, flip flops, or crocs.
- 4.1.4. Grey, white or black socks or tights. (Not sports/trainer socks)
- 4.1.5. PE and Swimming Days: Navy blue or black PE shorts (jogging bottoms if preferred in winter), and white polo shirts. Plain black trainers or plimsolls. It is appropriate for pupils to wear plain black or navy shorts or tracksuit bottoms when they have PE or swimming lessons. Full swimming costume or swimming shorts.
- 4.1.6. Expectations for generic items:
 - School uniform requirements must be followed by all students each day and should meet the school's standards of modesty. If parents or carers wish to purchase items from Reception, polo shirts cost £3.00 and school-branded jumpers cost £5.00.
 - A suitable coat for the weather, with a hood (preferably black or navy) but no writing or large logos.
 - Pupils are not to wear party shoes, boots or sandals. Children should have Velcro shoes, unless they can independently tie their laces.
- 4.1.7. Jewellery of any kind must not be worn in school for any reason. Please do not have your child's ears pierced during term time. The start of the summer holidays is a good time for ear piercing, as earrings can be removed before the start of the new school year in September. If a child attends school wearing earrings, they will be asked to remove them where possible. If they are unable to do so, a member of staff

will support them. This policy is in place to protect the health and safety of all children, which is our highest priority.

- 4.1.8. Pupils in year 3-6 may wear watches, but the school cannot accept responsibility for damage or loss incurred. Alarms are not permitted.
- 4.1.9. In the **Secondary phase**, branded navy-blue jumper, school tie (supplied by academy), white school shirts, or blouse. The uniform consists of black mid-length skirt, school trousers or tailored school shorts, (cycling shorts or miniskirts are not permitted)
- 4.1.10. Plain black trainers, plimsolls or school shoes. (Pupils are not permitted to wear sliders, flip flops, or crocs.
- 4.1.11. PE Days: Navy blue T-shirt (provided by the academy), black PE shorts (or plain black jogging bottoms during the winter months), white socks, and plain black trainers or plimsolls.
- 4.1.12. For safeguarding reasons, pupils are not permitted to wear shorts or tracksuit bottoms underneath their school trousers. This policy is in place to ensure the health, safety, and comfort of all our students while on the school premises. If pupils do not attend school in the correct uniform, a temporary replacement will be provided where possible. Alternatively, pupils may be required to return home to change into the correct uniform before returning to school.
- 4.1.13. On arrival at school pupils' hand in electronic devices, including mobile phones which are kept secure until the end of the school day.
- 4.1.14. Pupils are not permitted to wear outer wear onsite, including coats, jackets, hats, scarves or gloves.

4.2. Where to purchase uniform

- 4.2.1. Branded school jumpers and polo shirts can be purchased from reception.

5. Expectations for the academy community

5.1. Pupils

- 5.1.1. Pupils are expected to always wear the correct uniform (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 Sophia Martin, 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 Sophia Martin, 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 the 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 Behaviour 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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

6.1. This policy will be reviewed every two years. At every review, it will be approved by [the full 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)