

Ormiston Academies Trust

Ormiston Endeavour Academy Uniform policy

Policy version control

Policy type	Statutory
Author In consultation with	Natasha Rancins, National Director of Education <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 Assistant Principal (Behaviour), Andy O'Donnell, 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. In limiting the cost of our school uniform, we have taking into account various factors, including::

- 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:
- Academy jumper with academy logo, academy tie, academy PE polo shirt with academy logo
- 3.5.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible.
- 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 different year/class/house groups
- 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

Our main uniform includes the following generic items which can be purchased from a range of outlets:

- Black trousers – *these should be straight-legged, tailored and not leggings or jeans.*
- White shirt – long or short sleeved
- Black socks
- Black leather or leather look shoes - *Trainers are not permitted. Please do check if you are unsure, as some shops will stock items as school shoes that we class as trainers. If they are any of the major brands (Adidas, Nike, Reebok, Converse, Asics, Vans, Lonsdale, Puma, Gola, Etc.) then they will not be acceptable as part of our uniform*

4.1.1. Our main uniform includes the following specific branded items:

- Tie (available from PMG)
- Academy Jumper (Available from PMG)

4.1.2. Our PE kit includes:

- Black OEA Polo Shirt (*Available from PMG*)
- Black Shorts (*not cycling shorts*) / Students are able to wear plain black tracksuit bottoms (*not leggings*)
- Black socks
- Trainers – suitable for sport, not 'fashion' trainers
- Optional branded item for PE – OEA PE Hoodie, available from PMG (alternatively, a plain black hoodie with no logo is also permitted).

- 4.1.3. Hair and Make Up: Simple studs worn in the ears or nose are permitted, however hooped or large studs are not permitted. No other piercings are permitted to be worn. Hair and make up should be natural in appearance. Extremes of colour for hair, length for eyelashes and length or colour for false nails are not acceptable. Please bear this mind if planning to spend money on any such treatments over the half term break.
- 4.1.4. Students are encouraged to bring a coat to school, particularly during the colder and wetter months of the year. Please ensure that coats are suitable for wet-weather wear; hoodies are not permitted to be worn on the academy site, with the exception of an academy hoodie or plain hoodie, as detailed for PE lessons.

4.2. Where to purchase uniform

- New branded items of academy uniform (jumper, tie and PE polo shirt and optional hoodie) can be purchased from the school uniform shop, PMG.
- Other items are available from a range of clothing and supermarket retailers.
- Second-hand uniform is often available via Facebook marketplace. Parents who require support in accessing items of uniform can contact the academy.

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 Andy O'Donnell (Assistant Principal, Behaviour) 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 Andy O'Donnell (Assistant Principal, Behaviour) 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 according to the academy's 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 and contracts are re-tendered as part of our efforts to ensure this remains the case.

6. Monitoring arrangements

- 6.1. This policy will be reviewed every two years. At every review, it will be approved by the Principal and/or 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)