

Ormiston Academies Trust

Ormiston Denes 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 their child's Head of Year, 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. Ormiston Denes Academy recognises and appreciates the challenges some families may face financially. Non branded items such as grey trousers, black socks, white shirts and black shoes can be purchased from any high street shop or supermarket. Where uniform consists of specific branded items, these are available from local retailer Screens and promoted at transition events. The academy encourages families to use the school swap shop and donate/reuse uniform rather than buying new. The academy has a small uniform supply to loan to students who are in need on a

daily/weekly basis, including ties and shoes. The pastoral team are committed to signposting families to available external support/funding, on a case-by-case basis.

3.2. We will make sure our uniform:

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

3.3. We will ensure this by following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 4 items (including a tie).

3.3.1. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible.

3.3.2. Limiting compulsory branded items to low-cost and/or long-lasting items.

3.3.3. 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

3.3.4. Avoiding different uniform requirements for different year/class/house groups

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

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

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

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

3.3.9. 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

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

3.3.11. 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

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

- 3.3.13. 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

- 4.1.1. Branded School uniform items. Blue blazer with gold Ormiston Denes Academy badge, blue and burgundy striped tie. Optional branded item of checked pleated skirt (all available from local retailer Screens
- 4.1.2. Generic School uniform items; white shirt (short or long sleeves), grey tailored trousers (trousers must be standard uniform tailored trousers. We will not accept skinny fit or cropped, denim or jersey material trousers.), plain white, dark grey, navy or black socks (including knee high socks) or black/natural/dark grey tights, black shoes. A grey v-neck wool jumper is also optional - no sports styles are accepted.
- 4.1.3. **Branded PE Uniform.** ODA Tracksuit bottoms (although these are not compulsory)
- 4.1.4. Generic PE Uniform. Students are expected to wear; blue crew neck t-shirt, blue shorts/skort, plain blue football socks and trainers or football boots where appropriate.
- 4.1.5. Optional PE Uniform: students may wear blue ODA branded quarter zip jacket, black base layer worn under PE kit in colder weather, blue skort, blue tracksuit bottoms, blue and white football socks and shin pads.
- 4.1.6. Ormiston Denes Academy encourages families to use the school swap shop and donate/reuse uniform rather than buying new. The academy has a small uniform supply to loan to students who are in need on a daily/weekly basis, including ties and shoes. The pastoral team are committed to signposting families to available external support/funding, on a case-by-case basis.

4.2. Where to purchase uniform

- 4.2.1. We recognise that some families may experience financial pressures. Wherever possible, non-branded items such as grey trousers, black socks, white shirts and plain black shoes can be purchased from a range of high street shops and supermarkets. Branded uniform items are available from our approved local supplier, Screens, who stock the full range.

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 their Head of Year 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 their child's Head of Year 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 in line with our 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.

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)
- School expectations for non-uniform days