

Ormiston Academies Trust

Ormiston Bolingbroke Academy

Uniform policy

Policy version control

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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	8
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 Mrs Helen Andrews (h.andrews@ob-ac.co.uk or 01928 711643), 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: 2 branded items
- 3.4.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible for example, by only asking that the blazer and P.E. top feature the school logo. School jumpers and cardigans are optional items.
- 3.4.3. Limiting compulsory branded items to low-cost and/or long-lasting items such as the blazer and P.E. top
- 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 different year/class/house groups [Note: The statutory limit does not prevent your school from adopting different branded uniform requirements for different Key Stages, so amend this section if your school does this. But you should consider cost implications for parents/carers in doing so.] No comment needed here
- 3.4.7. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- 3.4.8. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- 3.4.9. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
- 3.4.10. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 3.4.11. 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

- 3.4.12. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.4.13. 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
- 3.4.14. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.4.15. 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

Academy Uniform	Academy PE Kit
White Shirt	OBA branded polo shirt is compulsory for all.
Black Trousers / Black Tailored School Shorts/ Black Skirt / Black Pinafore <i>*Skirts and pinafores must be knee length and of a suitable style/ Jersey, tube, gym, and pencil skirts are not permitted.</i>	A plain black top can be worn underneath the polo top if it is cold.
Dark grey, black, or white socks	Sports socks are only compulsory if wearing shorts.
Tights can be black, dark grey or neutral.	A choice of shorts/leggings/ tracksuit bottoms. Any plain black leggings or tracksuit bottoms from any shop can be worn provided the logo cannot be seen.
Black school shoes <i>*Trainers, pumps and heels are not permitted</i>	Astro turf trainers are compulsory for all.
School Specific	Trainers are required. <i>*There are specific Astro turf boots available that can be worn indoors – if your child has a pair of these then they will not require trainers.</i>
Grey blazer with school logo	
School tie (House colour) <i>*Tie must be worn full length</i>	

Grey or black v neck jumper or v neck cardigan (optional)	
Students may wear one set of small, simple stud earrings but may be asked to remove them for Dance of P.E. Apart from a watch, no other jewellery is permitted, including facial piercings.	
Hair must be of a natural colour and style.	
False/acrylic/gel or nail varnish are not permitted.	
Make-up, fake tan and eyelashes must look natural, not excessive.	

Skirts and pinafores must be of an appropriate length. As a guide this should be at, or just above, the knee. As always, school trousers are a viable alternative.

Shoes –

- Shoes should be plain, black school shoes.
- Trainers, pumps and heels are not permitted.

4.2. Where to purchase uniform

- 4.2.1. Branded uniform (Blazer, Cardigan/Jumper, Tie and PE Kit) can be purchased in store or online from Office Bridge Print, 3 Beeston Court, Manor Park, Runcorn, WA7 1SS or Laser Schoolwear, Church Street, Runcorn, WA7 1LX.
- 4.2.2. Additional items (Shirt, skirt, pinafore, trousers, tailored shorts) can be purchased from any high street retailer.
- 4.2.3. The academy runs a pre-loved uniform shop. The shop is open at specific advertised dates/times during the school holidays. Alternatively, parents/carers can contact Mrs Crane (s.crane@ob-ac.co.uk) 8am – 4pm any day during the school term to enquire about specific items.

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 Ms Hammond 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 Ms Hammond 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 Ms Hammond, Assistant Principal responsible for behaviour and standards.

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 year by Ms Hammond, Assistant Principal – Character and Culture. At every review, it will be approved by John Chiocchi, Chair of Governors.

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)