

Ormiston Academies Trust

Hunnyhill Ormiston 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	7
5.1. Pupils	7
5.2. Parents and carers	7
5.3. Staff	8
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 the Academy Principal 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:

- Jumper/cardigan, PE T-shirt and PE hoodie

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.

3.4.4. 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

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

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. Uniform

Dark grey school trousers, knee length skirt or pinafore

Light blue polo shirt with collar, either with school logo or plain

Navy blue sweatshirt or cardigan with school logo

Black shoes with firm fastenings eg: Velcro, laces or buckles. SORRY, No boots.

Coat suitable for bad weather

PE Kit list:

Green sports t-shirt with school logo

Green sports hoodie with school logo

Navy blue sports shorts/Navy joggers or leggings

Trainers

Dark or white socks

Green PE socks or dark ankle socks in summer (Years 3, 4, 5 & 6)

Water bottle

Optional summer uniform:

Blue check dress

Grey culottes

Grey knee length shorts

Black shoes with firm fastenings eg: Velcro, laces or buckles. SORRY, No boots.

The dress code is designed to help children in the classroom environment by preventing distractions and to ensure Health and Safety requirements are met.

All pupils are expected to follow the uniform and dress code. If it now followed a letter will be sent home asking for the problem to be remedied. Parents and carers are welcome to discuss any problems with the Principal.

4.1.2. Earrings:

Many children have their ears pierced by parental choice and some for religious reasons. Hunnyhill Ormiston Academy will only allow STUD earrings to be worn in school. Only one earring in each ear is allowed. The British Association of Advisors and Lecturers in Physical Education, BAALPE, recommends earrings are removed for all PE lessons to help prevent any injury to the child or those around them. We will however continue to provide tape to cover earrings. The school accepts no responsibility for any loss or damage. Other activities may require removal of earrings at the discretion of the teacher.

4.1.3. Jewellery:

Some religions require items of personal jewellery to be worn and the school will consider each case on application to the Principal. No other jewellery is allowed except Medicare bracelets. Individual cases should be discussed with the Principal.

4.1.4. Watches:

Suitable watches are allowed to be worn by pupils in KS2 only. Pupils must remove them for PE. The school accepts no responsibility for loss or damage. Smart watches must not be worn.

4.1.5. Hair:

The school expects all pupils to have tidy hair. No sprays, colours, gels or similar hair styling products are allowed. Some pupils may have allergies to ingredients in these products and some products are flammable. Long hair must be tied back, boys and girls, with a covered elastic 'stretchy' or a hair band. Ties and bands must be plain blue or black and have no other ornament; this is to prevent distraction in the classroom. Hair grown long for religious purposes must be restrained in a manner which prevents the hair becoming a Health & Safety risk. No spikes, patterns or logos cut into the hair are allowed.

Head lice infestations will be discussed as a matter of urgency with the parent/ carer and a course of action recommended.

4.1.6. Religious Head coverings:

Hunnyhill Ormiston Academy is fully conscious of the requirements of some religions to obscure or partially obscure the face for reasons of modesty. However to enable all children to receive the best education that the school can provide the teaching staff and other pupils need to be able to observe responses to teaching therefore we do not allow facial covering. Head coverings which do not cover the face are allowed for those whose faith requires head coverings.

4.2. Where to purchase uniform

4.2.1 All items with the school logo are available to order from the Big Wight T-Shirt company.

- Second hand uniform is available from the school office. Please contact the admin team for secondhand uniform

Expectations for the academy community

4.3. Pupils

- 4.3.1. Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:
 - 4.3.1.1. On the school premises
 - 4.3.1.2. Travelling to and from school
 - 4.3.1.3. At off-site events or on trips that are organised by the school, or where they are representing the school (if required)
- 4.3.2. Pupils are also expected to contact the Academy Principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

4.4. Parents and carers

- 4.4.1. Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:
 - 4.4.1.1. Clean
 - 4.4.1.2. Clearly labelled with the child's name
 - 4.4.1.3. In good condition
- 4.4.2. Parents are also expected to contact the Academy Principal if they want to request an amendment to the uniform policy in relation to:
 - 4.4.2.1. Their child's protected characteristics
 - 4.4.2.2. The cost of the uniform
- 4.4.3. 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.
- 4.4.4. Disputes about the cost of the school uniform will be:
 - 4.4.4.1. Resolved locally
 - 4.4.4.2. Dealt with in accordance with our school's complaints policy

4.4.5. The school will work closely with parents to arrive at a mutually acceptable outcome.

4.5. Staff

4.5.1. 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.

4.5.2. Ongoing breaches of our uniform policy will be dealt with by the Academy Principal

4.5.3. 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](#).

4.6. Governors

4.6.1. The governing body will review this policy to ensure it:

4.6.1.1. Is appropriate for the academy's context

4.6.1.2. Is implemented fairly across the school

4.6.1.3. Takes into account the views of parents and pupils

4.6.1.4. Offers a uniform that is appropriate, practical and safe for all pupils

4.6.2. 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.

5. Monitoring arrangements

5.1. This policy will be reviewed every two years. At every review, it will be approved by the full governing body

6. Links to other policies

6.1. 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)

