

Ormiston Academies Trust

Tenbury High Ormiston Academy Uniform policy

Policy version control

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Author	Natasha Rancins, National Director of Education
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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	9

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 or 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. We take 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:
- 3.5.2. The academy will comply with statutory requirements relating to the number of compulsory branded items of school uniform and PE kit. Tenbury High Ormiston Academy will require no more than four compulsory branded items where one of those items is a school tie, or three compulsory branded items where a tie is not required. The academy will keep the number of branded items to the minimum necessary to support the academy's identity, ethos and standards, whilst ensuring that uniform remains affordable for families.
- 3.5.3. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible.
- 3.5.4. Limiting compulsory branded items to low-cost and/or long-lasting items, such as ties.
- 3.5.5. 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
- 3.5.6. 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
- 3.5.7. Avoiding different uniform requirements for different year/class/house groups.
- 3.5.8. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- 3.5.9. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- 3.5.10. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
- 3.5.11. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions

- 3.5.12. 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
- 3.5.13. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.5.14. 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
- 3.5.15. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.5.16. 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. Tenbury High Ormiston Academy will keep optional branded items to a minimum to ensure that uniform remains affordable for all families. Where possible, pupils may wear generic, unbranded alternatives that meet the academy's colour and appearance requirements. The academy's compulsory branded items are: Academy tie and Academy jumper.
- 4.1.2. Colour, fabric or fit: Uniform items must be predominantly black and white in accordance with the academy's uniform expectations. Clothing should be of a suitable schoolwear fabric, durable and practical for everyday use. Uniform must fit appropriately, be safe to wear, and present a smart, professional appearance that supports a positive learning environment.
- 4.1.3. Requirements to be fit for purpose and meet standards of modesty: All uniform items must be suitable for the full range of academy activities and provide appropriate coverage. Skirts and shorts must comply with the academy's published length requirements, shirts must be worn correctly and tucked in, and clothing must not be excessively tight, revealing, ripped or altered in a way that compromises modesty, safety or professionalism
- 4.1.4. Pupils are expected to wear PE kit that is safe, practical and suitable for participation in a range of physical activities. The PE kit should include: Academy-branded PE top, Plain black sports shorts or plain black leggings, Plain black tracksuit bottoms for colder weather. Appropriate sports trainers. Black sports socks. Where specialist equipment or clothing is required for a particular activity, this will be kept to a minimum and pupils will be given advance notice. Suitable non-branded alternatives may be worn unless a specific branded item is identified as compulsory within the academy's uniform policy. All PE kit should be comfortable, appropriate for physical activity and suitable for the weather conditions

4.1.5. Tenbury High Ormiston Academy expects pupils to maintain a smart and professional appearance that is appropriate to a learning environment, whilst respecting individual needs and complying with the Equality Act 2010.

4.1.6. Hairstyles must be appropriate to a professional and educational setting. Unnatural hair colours and extreme styles that adversely affect the ethos of the academy are not permitted. The Principal or their representative will determine whether a hairstyle is appropriate.

4.1.7. Pupils in all year groups are not permitted to wear nail polish, gel nail varnish, acrylic nails, nail extensions or nail art. Nails must be kept natural, clean and at a safe length. Very light make-up may be worn by pupils in Years 10 and 11 only.

4.1.8. For reasons of safety and maintaining a professional appearance, pupils may wear no more than two ear studs in each ear. No other visible studs, rings or piercing adornments are permitted, and ear spacers must not be worn. Pupils may wear one ring and one charity bracelet. Necklaces, sweatbands and other bracelets are not permitted. All jewellery must be removed for PE lessons and other activities where required for health and safety reasons.

4.1.9. The academy will consider reasonable adjustments and individual circumstances in accordance with its obligations under the Equality Act 2010.

4.2. Tenbury High Ormiston Academy recognises that coats, bags and footwear are often purchased for use both in and outside of school and will therefore avoid overly prescriptive requirements. Pupils may wear any suitable weatherproof coat that is appropriate for a school environment. Hoodies and zip-up hoodies made from sweatshirt material are not permitted as coats, outerwear or PE kit. Bags should be of a suitable size and design to safely carry books, equipment and personal belongings. [wslaw.co.uk]

4.3. Footwear must be practical, safe and appropriate for the school day. Pupils are expected to wear substantive, polishable black shoes that provide adequate protection for a range of curriculum activities, including practical subjects. Shoes should be smart in appearance and suitable for a professional learning environment. Trainers may be worn for PE and sporting activities only, unless otherwise authorised by the academy.

4.4. To support affordability and ensure that no pupil is disadvantaged by the cost of uniform, Tenbury High Ormiston Academy may provide opportunities for families to access loaned, gifted or second-hand uniform items where these are available. This may include academy ties, academy-badged jumpers, blazers and other uniform items. The academy will promote the reuse of good-quality uniform wherever possible to reduce costs for families and support sustainability. Where optional branded items are provided for sports fixtures, trips or other academy activities, pupils who do not wish to wear, or are unable to wear, the branded item will be permitted to wear a suitable alternative.

4.5. Where to purchase uniform

- 4.5.1 Parents and carers may purchase academy ties from the Academy Reception Office or the academy's approved uniform supplier. Academy-badged jumpers can be purchased from the approved supplier, although families may also purchase a plain black V-neck jumper from a retailer of their choice and add an academy badge. Other uniform items, including shirts, trousers, skirts, socks, coats, bags and PE kit, may be purchased from a range of retailers provided they meet the academy's uniform requirements.
- To support affordability, Tenbury High Ormiston Academy works with the PTFA to provide access to second-hand uniform. The PTFA regularly sells good-quality pre-owned uniform items, and the academy also holds a small supply of spare uniform that can be loaned to pupils where required. Information about accessing second-hand uniform, including details for prospective and current parents and carers, will be published on the academy website and made available through academy communications. The academy will ensure that families can access second-hand uniform in a timely and discreet manner and will promote the reuse of uniform wherever possible to reduce costs and support sustainability.

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 Assistant Principal or Heads 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 Assistant 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 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 Assistant Principal and Heads of Year.

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 by reviewing costs and suppliers.

6. Monitoring arrangements

6.1. This policy will be reviewed when there is a change in uniform by Assistant Principal. At every review, it will be approved by the Principal and 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)