Ormiston Academies Trust

Ormiston Meridian Academy
Uniform policy

Policy version control

Policy type	Statutory
Author In consultation with	Natasha Rancins, National Director of Education *Sourced document The Key*
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 the Pastoral Lead for the appropriate year group, 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:

- 4 branded items including a tie.

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. 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

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

4.1.1. Grey blazer with Academy logo. Blazers are to be worn on route to and from the Academy as well as during the academy day. Students should wear their house badge on their lapel.

4.1.2. Plain white traditional school shirt with collar to take a tie and top button fastened.

4.1.3. Shirt tucked into the waist.

4.1.4. Plain black shalwar kameez over school shirt and tie. Plain black/grey hijab.

4.1.5. Clip on tie – Royal blue and amber with double stripe.

4.1.6. Smart tailored (made from structured fabric, not stretch or jersey fabric) plain black trousers. No jeans, denims, chinos, cords, combats, hipsters, skinny fit, recent fashion trends or other casual trousers.

4.1.7. Plain black regulation tailored (made from structured fabric, not stretch or jersey fabric) school skirt of knee length, no close fitted elasticated skirts are allowed.

4.1.8. Plain black ankle socks, black or neutral colour tights.

4.1.9. Plain black leather/leather look, fabric, canvas or suede, black patent shoes with low heels. No pumps or trainer-like shoes, no boots, sandals or sling backs. No footwear with logos allowed.

4.1.10. Plain black V necked woollen sweater (optional). No cardigans. The woollen sweater should not be worn without the blazer. If too warm, the sweater must be removed – not the blazer.

4.1.11. Outdoor coat in a dark plain colour (i.e. black, dark grey or navy blue) for cold/wet weather. This must be a garment which offers protection from the elements and cannot be a hooded or leisure/sports top, a cropped fashion jacket or a denim/leather jacket. The final decision as to what constitutes a suitable coat is at the discretion of the Principal.

4.1.12. Students in Year 7 must wear their provided lanyard which identifies them as a student of our academy.

4.1.13. Students who come in not wearing the correct academy uniform may isolated or be sent home to change whilst uniform is corrected.

4.1.14 Decisions regarding the suitability of uniform items remain at the Principal's discretion.

4.1.15 Performance (PE/dance/drama) kit includes: academy branded top and shorts OR non branded top and shorts/leggings in PLAIN BLACK with no additional logos or branding

4.1.16 Hairstyles should be neat and tidy, of a nature that would be acceptable within a professional environment. Examples of hairstyles that are not acceptable include: lines or patterns shaved into students' hair, unnatural colourings in students' hair, dramatic 'steps' or changes in length. Where changes in length do occur, these should be graduated. This list is not exhaustive but offers examples of hair style choices which would not be considered appropriate in a professional environment.

4.1.17 Interpretation of the policy will be at the Principal's discretion. If you are unsure if a hairstyle (cut or colour) would be acceptable to the Academy, you are advised to contact the Pastoral Lead for your child's year group for clarification before the haircut/colouring takes place.

4.1.18 Students who choose to wear long hair should have a bobble with them to tie their hair back when required for health and safety reasons. Any hair accessories (e.g. headbands) should be plain black, blue or grey.

4.1.19 If a student's hairstyle is in breach of this policy, the student will be educated in isolation.

4.1.20 Make-up and nails – all make-up should be natural with no excessive colours, no excessive false eyelashes, no strong eyeliner, no nail extensions.

4.1.21 Jewelry/Piercings – One small single stud earring in each earlobe is accepted. Students are not permitted to cover other piercings with plasters. One wristwatch is allowed.

4.1.22 No hoop earrings, no ear stretchers/tapers/spike earrings, large earrings or retainers are to be worn.

4.1.23 No other visible facial or body piercings e.g. nose, lip, eyebrow. No visible facial or body tattoos.

4.1.24 Bracelets and necklaces or chains are not allowed.

4.2. Where to purchase uniform

School's in! sell the academy's blazer, tie, school skirt with logo and PE Uniform. All other items of clothing can be purchased from other outlets. School's in! can be found locally in the Meir estate at the following

address; 41 Weston Rd, Meir, Stoke-on-Trent ST3 6AB, UK. Contact: Mr D. Moulton Tel: 01782 310111 Email: sales@all-schoolwear.co.uk

https://www.schoolsinuniform.co.uk/productcategory/ormiston- meridian-academy-2

Expectations for the academy community

5. 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 Pastoral Lead 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 Pastoral Lead 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 adhering to the 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 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 annually by Mr S Darlington. At every review, it will be approved by the full governing body and Link Governor.

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)