

Ormiston Academies Trust

Ormiston Sudbury Academy Uniform policy

Policy version control

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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 students the opportunity to wear the uniform they feel most comfortable in
- Make sure that our uniform costs the same for all students
- Allow all students to have long hair, although we reserve the right to ask that long hair be tied back
- Allow all students to style their hair in a way that is appropriate for school, and makes them feel most comfortable
- Allow students to wear headscarves and/or other religious garments
- Allow students 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 students or their parents/carers to get in touch with the 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 4 items including the tie.
 - 3.4.2. Carefully considering whether any items with distinctive characteristics are necessary for uniformity and identity and limiting these items where possible.
 - 3.4.3. Limiting compulsory branded items to low-cost and/or long-lasting items such as ties (low cost) and blazers (long lasting)
 - 3.4.4. Avoiding specific requirements for items such as coats and bags, that might be worn or used on non school days.
 - 3.4.5. Avoiding different uniform requirements for different year 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. Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective students, and publishing this information on our website
 - 3.4.9. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
 - 3.4.10. Consulting with parents/carers and students on any proposed significant changes to the uniform policy, and carefully considering any complaints about uniform in line with the school's complaints policy
 - 3.4.11. Ensuring generic items can be purchased from a range of retailers
 - 3.4.12. 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

Full details of the uniform are published on our website. [Ormiston Sudbury Academy - Uniform](#)

This details the new uniform and the legacy uniform. The new uniform applies to students who joined year 7 in September 2025 and to all students who join as year 7 subsequently. Students in other years (who were year 7 in 2024 or earlier) are welcome to wear items with the new logo but there is no obligation to do so.

4.2. Where to purchase uniform

- Branded items are available from Anglia Sports and Schoolwear
- [Ormiston Sudbury Academy](#)

Non branded items are available from a wide range of retailers, including supermarkets.

Please note: not all skirts, trousers or shoes sold as 'school uniform' meet our criteria.

Please do check the information on the school website first to avoid spending money on unsuitable items.

- Information about access to second hand uniform is available on the website, via the link above.

5. Expectations for the academy community

5.1. Students

5.1.1. Students 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. Students are 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 and carers 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 and carers 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 and carers to arrive at a mutually acceptable outcome.

5.3. Staff

5.3.1. Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families breaching the uniform policy the opportunity to comply, but will follow up with the Head of Year if the situation doesn't improve.

5.3.2. Ongoing breaches of our uniform policy will be dealt with by

1. Making a record on the students R card and recording the breach.
2. Contacting home to establish a timeframe for the resolution of the problem.
3. Detentions for 3 R card notes in a week
4. Removal to the Independent Study Room if a deadline for amendment has not been met.

- In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation and the student will not miss classroom teaching because of a sanction, unless the student refuses to wear uniform items provided. This is in line with the statutory [guidance](#).

■ Governors

- The governing body will review this policy to ensure it:

- (1) Is appropriate for the academy's context
 - (2) Is implemented fairly across the school
 - (3) Takes into account the views of parents and students
 - (4) Offers a uniform that is appropriate, practical and safe for all students
- The governing body will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money by comparing costs across other local suppliers once every 3 years.

● Monitoring arrangements

- This policy will be every 3 years or sooner if required by national policy changes. At every review, it will be approved by the Local governing body.

● Links to other policies

- This policy is linked to our:
 - Behaviour policy
 - Equality information and objectives statement
 - Complaints policy
 - Charging and remissions policy (for any references to charging)