

Ormiston Academies Trust

Ormiston Forge 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 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. S Taylor, (Assistant Principal Behaviour and Inclusion), Mr. W Grant (Senior Leader Behaviour and Attitudes, Mr. C Tyrie (Vice Principal – Achievement, Behaviour and Attendance), 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. The academy has a duty to make sure that its uniform is affordable, in line with [statutory guidance](#) from the Department for Education on the cost of school uniform.

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:
 - A maximum of 4 branded items, only if 1 item is a tie, otherwise it is 3.
 - 3.5.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible. For example, students who opt to wear a black jumper may wear one without our school logo. Our school blazer, which is compulsory for all students is the only item of clothing required to have the school logo.
 - 3.5.3. Limiting compulsory branded items to low-cost and/or long-lasting items such as ties
 - 3.5.4. 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
 - 3.5.5. 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
 - 3.5.6. Avoiding different uniform requirements for different year/class/house groups Students wear a tie to identify their House, but all costs are the same and if the incorrect tie is purchase, it will be swapped at Reception free of charge.
 - 3.5.7. Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
 - 3.5.8. Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
 - 3.5.9. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
 - 3.5.10. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
 - 3.5.11. 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

- 3.5.12. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.5.13. 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
- 3.5.14. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 3.5.15. 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

- Plain black blazer with Academy Logo (compulsory)
- Plain black trouser (no jeans, cords or leggings)
- Black, knee length skirt (no short, tight tube skirts, material should be polyester, polyester-blend or cotton – no lycra)
- Plain black V-necked jumper (optional - no sweatshirts, no sports tops, no logos)
- Plain white shirt/blouse (no casual shirts or t-shirts)
- Academy tie (Compulsory - House colours for Year 7 and 8 only from September 2026)
- Head scarf (optional) – plain black
- Outdoor coat (any colour) – no hoodies to be worn on site
- All black footwear (Plain black trainers are permissible – no colours, no tags, no air bubbles)
- In Summer Term 2 and Autumn Term 1, students may wear a *Forge* branded summer polo instead of their blazer, white shirt and tie. Normal expectations around trousers/skirts and footwear apply.

4.1.1 PE Kit

- Black & burgundy polo shirt with Academy logo (compulsory)
- Plain black football style shorts (cycling style shorts only to be worn underneath football shorts)
- Plain black tracksuit bottoms (no stripes down the sides – a small logo is acceptable. Leggings are allowed to be worn underneath football shorts)
- Plain black football socks (outdoor)
- Plain white sport socks (indoor)
- Appropriate footwear for the activity (suitable trainers for indoors and astro turf trainers or moulded boots for the astro turf).
- Within gymnastics students are expected to perform bare footed; however, they may wear canvas, thin soled, plimsolls or pumps or trampoline style grip socks. No other footwear other than that described here is allowed within gymnastics lessons for health and safety reasons.
- Within trampolining, grip socks or the student's normal sports socks are required, again for health and safety reasons.

Students are not allowed to wear excessive or expensive jewellery at Ormiston Forge Academy.

This is not only to prevent the loss of valuable items but also to encourage neatness in dress and appearance. If studs are worn, only one pair can be worn in earlobes. All jewellery must be removed for PE due to health and safety regulations.

Makeup and nail varnish is not permitted in years 7, 8 and 9. Discrete make-up and nail varnish only, for years 10 and 11.

On Non-Uniform Days expectations about Jewellery and Make-Up remain in place. Students are still expected to maintain standards of dress which maintain dignity and are in keeping with our inclusive ethos.

Fashion trends cannot dictate a variance in the uniform code. If you are unsure about any aspect of the uniform code please check with the school before purchasing. The principal is the person who determines what is acceptable. Any student who arrives at school wearing incorrect uniform may be sanctioned and will be expected to change into spare uniform supplies held in school. Students who refuse may face sanctions in line with our behaviour policy until the issue is rectified.

4.2. Where to purchase uniform

- 4.2.1. The majority of our uniform can be purchased at supermarkets and department stores. We have kept the amount of branded items to a minimum and branded uniform is available from Crested Schoolwear, Unit 14, Churchchill Shopping Centre, Dudley, DY2 7BJ [D-F – Crested School Wear](#).
- 4.2.2. The school holds a selection of second-hand uniform which can be used in cases of hardship. Please contact the school by emailing info@oatforge.co.uk, should you wish to take a look at what we can offer.

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 Mrs. S. Taylor (Assistant Principal for Behaviour & Inclusion), Mr. W. Grant (Senior Leader Behaviour & Attitudes) or Mr. C Tyrie (Vice Principal – Achievement, Behaviour and Attendance), 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 Mrs. S. Taylor (Assistant Principal for Behaviour & Inclusion), Mr. W. Grant (Senior Leader Behaviour & Attitudes) or Mr. C Tyrie (Vice Principal – Achievement, Behaviour and Attendance) 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 Relevant Heads of Year, Mrs. S. Taylor (Assistant Principal for Behaviour & Inclusion), Mr. W. Grant (Senior Leader Behaviour & Attitudes) or Mr. C Tyrie (Vice Principal – Achievement, Behaviour and Attendance). 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 academic year by Mr. C Tyrie (Vice Principal – Achievement, Behaviour and Attendance) At every review, it will be approved by the full governing body.

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)