Ormiston Academies Trust

Ormiston Horizon 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 Somerfield (rsomerfield@horizonoat.co.uk) 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 Considerations Shaping Our Uniform Expectations

Our uniform policy is designed with the needs, circumstances, and values of the Ormiston Horizon Academy community at its core. In developing and reviewing this policy, we have taken into account several key factors to ensure it is fair, inclusive, and appropriate for our students.

Socio-Economic Context

Ormiston Horizon Academy serves a diverse community, including families experiencing financial pressures. We recognise that affordability is essential. To support this, our uniform requirements prioritise:

- Cost-effective items that are widely available from multiple retailers
- Minimising branded or bespoke pieces to reduce cost
- Clear guidance on acceptable alternatives so families can make budget-friendly choices
- Access to pre-loved uniform through academy run or community run schemes

Pupil Demographics

Our student body includes a wide range of cultural backgrounds, learning needs, and personal circumstances. The uniform policy reflects this by ensuring:

- Inclusive options that respect cultural identity and religious expression
- Practicality for all students including those with SEND or sensory needs
- Clear expectations that support consistency while allowing reasonable adjustments where appropriate Local School Landscape

We have considered the uniform standards of neighbouring schools and other academies within Ormiston Academies Trust. This ensures:

- Alignment with local expectations so families with children in multiple schools experience consistency
- Maintaining a distinct identity that reflects Ormiston Horizon Academy's values
- Avoiding unnecessary complexity compared with other local provisions

Community Voice

The views of students, parents, carers, and staff have shaped this policy. Feedback gathered through surveys, forums, and informal conversations highlighted the importance of:

- Clarity and simplicity in what is required
- Fairness and consistency in how expectations are applied
- Comfort and practicality for everyday learning
- Affordability and avoiding unnecessary financial burden

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.

3.1. 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.

3.2. We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

3.3. We will ensure this by:

- Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of:
- 4 branded items, one of which is the academy tie.
- Carefully considering whether any item with distinctive characteristics is necessary, and limiting these items where possible
- Limiting compulsory branded items to low-cost and/or long-lasting items such as ties
- 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
- 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
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
- Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
- Considering alternative methods for signaling differences in groups for inter-school competitions, such as creating posters
- Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
- 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
- Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 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
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- 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

- Academy Blazer - Academy regulation black blazer, with academy badge
- Academy clip-on tie.
- Skirt - Academy regulation, black knee-length skirt with academy badge
- Trousers – Smart, black trousers (no leggings, yoga pants or leisurewear)
- Black tailored knee-length shorts
- Shirt/blouse - Formal white with stiff collar.
- Socks/Tights - Plain black socks or tights (non-branded). Over the knee socks are not allowed.
- Shoes - Plain black lace-up or slip-on shoes, in a formal style, with low heels (no more than 1 inch in height). Please note that boots, trainers, or sling back shoes are not permitted.
- Coats/Jumpers – No hooded tops. Hooded tops are not to be brought to the academy or used when walking to and from the academy.
- We recommend that all students have a coat which will keep them warm and dry during periods of wet weather.
- Only plain black V-neck jumpers may be worn under a blazer which allows our academy tie to remain clearly visible. Vest tops over shirts/blouses are not permitted.

4.1.2 Other Aspects of appearance

- Students may wear a watch. They may wear 1 small stud in each ear.
- No other jewellery is permitted due to health and safety issues and liability in case of loss. Therefore, if students wish to have any part of their body pierced, they must arrange this at the beginning of the summer holidays so that the wound has sufficient time to heal. Plasters may not be worn to cover body jewellery. If students disregard this, they will be isolated from other students until they comply with the regulation. If a student has their nose pierced, a small clear retainer must be worn during the school day. All other facial piercings are not permitted.
- Hairstyles should not be extreme. Parents should consult, in advance, with the Head of Year if they are unsure as to the suitability of a change of style or colour. The academy shall be the arbiter of the term 'extreme'.
- Make-up, if worn at all, should be natural and discrete. Only natural colours and short, naturally shaped nails are permitted. The academy shall be the arbiter of the terms used here to describe acceptable colours and acceptable nail lengths. False eyelashes should enhance the lashes appearance in a similar way to mascara and should not be obviously false.
- Academy bags should allow for the safekeeping of subject books and allow for other appropriate items to be transported to and from the academy and class. It is an academy expectation that all pupils bring a bag appropriate for school use. Small shoulder bags are not appropriate.

- At times of extreme heat students will be informed by the Principal when blazers may be taken off in the academy. However, they must normally be worn on journeys to and from school and on school trips.

- As with other non-uniform items, the academy reserves the right to confiscate and request that collection is made from reception or other identified staff.

4.1.3 PE Uniform:

- Academy regulation PE t-shirt with academy badge
- Plain black sports shorts or black skort (optional branded items are available)
- ¼ Zip PE top with academy badge (non-compulsory)
- Plain black tracksuit bottoms or leggings
- White sports socks
- Trainers can be any colour, we accept a wide range of trainers but ask that they are suitable for sport. We recommend a trainer which has a cushioned sole and suitable grip for health and safety. No vans, converse, pump style or school shoes are allowed. Students are not permitted to wear any jewellery for PE; this is due to health and safety. Students will not be able to wear plasters covering piercings; all jewellery will need to be removed. This includes clear studs so we can ensure that all students are safe when participating in PE. Hair which is longer than jaw length or/and obscures the eyes needs to be tied back. This can be done using a hair band or bobble and will need to be supplied by the student.

4.2. Where to purchase uniform

- Smart School Uniform, Unit 2 Highgate Trade Park, Brownhills Road, Tunstall, Stoke-on-Trent, ST6 4J
- Clive Mark School Wear, Hight Street, Newcastle-under-Lyme, ST5 1PG
- The National Schoolwear Centres, 97-101 Stafford Street, Hanley, Stoke-on-Trent, ST1 1LS

Please contact the academy if you require support with second-hand uniform

5. Expectations for the academy community

5.1. Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school

- At off-site events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Mrs Somerfield (rsomerfield@horizonoat.co.uk) 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:

- Clean
- Clearly labelled with the child's name
- In good condition

5.2.2 Parents are also expected to contact Mrs Somerfield (rsomerfield@horizonoat.co.uk) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- 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 resolved locally

5.2..1. Dealt with in accordance with our school's complaints policy. The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3. Staff

- Staff will closely monitor pupils to make sure they are in the 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.
- Ongoing breaches of our uniform policy will be dealt with by the Pastoral Team and in line with our Behaviour Policy: OHA Behaviour Policy
- 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

The governing body will review this policy to ensure it:

- Is appropriate for the academy's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money and ensure a wide variety of suppliers are available.

6. Monitoring arrangements

6.1. This policy will be reviewed annually by the Academy Principal. At every review, it will be approved by the Local Governing Body (LGB)

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)