

Ormiston Academies Trust

Ormiston Queensmill Academy Uniform policy

Policy version control

Policy type	OAT Mandatory
Author	Natasha Rancins, National Director of Education
In consultation with	<i>Sourced document The Key</i>
Approved by	National Leadership Group, June 2026
Release date	June 2026
Review	Policies will be reviewed in line with OAT's internal policy schedule and/or updated when new legislation comes into force
Description of changes	<p>Updated policy</p> <p>Sections 2, 3 and 4 have been updated in response to updated government guidance.</p> <p>The most significant change is to the maximum number of branded items.</p> <p>All additional changes are minor word changes.</p>

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	5
5. Expectations for the academy community	6
5.1. Pupils	6
5.2. Parents and carers	6
5.3. Staff.....	7
5.4. Governors	7
6. Monitoring arrangements	7
7. Links to other policies	7

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 Emily Bennett, Assistant Headteacher on info@oqma.co.uk or 020 8740 8112, 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. 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. Carefully considering whether any items with distinctive characteristics are necessary
- 3.4.2. Limiting any items with distinctive characteristics where possible by only asking that the jumper features the school logo
- 3.4.3. Limiting items with distinctive characteristics to low-cost 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
- 3.4.6. Keeping the number of optional branded items to a minimum and avoiding different uniform requirements for different year/class/departments
- 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. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
- 3.4.12. 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
- 3.4.13. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers

- 3.4.14. 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

At Ormiston Queensmill Academy we encourage pupils to wear school uniform as it promotes a sense of belonging which is one of our school values. Some of our pupils find it helpful to wear school uniform because it provides clear message about their day (i.e. wear school uniform when going to school, don't wear school uniform when not going to school). Parents/ carers may wish to purchase full school uniform or select items from the uniform (e.g. school jumper only) and supplement with other items such as pupil's own trousers, tracksuit bottoms or skirt. This 'mix and match' approach allows for sufficient flexibility. We recognize that many of our pupils, given their autism, have complex sensory profiles and may find certain clothing (including fabrics and seams) uncomfortable and dysregulating. Therefore, we encourage parents/ carers to have full choice over what they believe is best for their child to wear to school (including not wearing any school uniform items at all, if that is the need or preference). Ultimately, parents/ carers choose the clothing that supports their child's comfort, regulation and wellbeing. This is in line with our priority for pupils to feel safe, calm and ready to engage. The full catalogue of school branded uniform is available for parents/ carers to browse via the academy website: <https://oqma.co.uk/families/uniform>

- 4.1.1. As above, parents/ carers may wish to purchase one item of uniform (e.g. school t-shirt or school jumper) and leave the rest of the pupil's clothing generic using unbranded alternatives
- 4.1.2. The expectations for generic items are that those are of sufficient quality for the pupil to feel comfortable throughout the school day. Clothing should be modest and fit for purpose
- 4.1.3. Pupils are not expected to change for PE (with the exception of Queensmill pupils based at Fulham Cross Academy). Pupils are expected to change for swimming into appropriate swimming costume or trunks
- 4.1.4. Expectations for jewellery is that this is kept to a minimum and does not compromise safety (e.g. large hoop earrings or earrings that dangle should not be worn). Where possible long hair should be tied back to support health and safety
- 4.1.5. There is no specific expectation around coats or bags. Footwear should not expose vulnerable toes. Pupils should wear shoes/ trainers that are comfortable for the pupil but not flip-flops
- 4.1.6. There are no expectations around clothing/ uniform at certain times of the year, only that clothing is sufficiently warm enough or cool enough in line with seasonal and weather changes (i.e. winter, summer, rainy days, hot days). This may also be dependent on pupil preference and regulation needs

4.2. Where to purchase uniform

- 4.2.1. The academy uniform can be purchased online via the website:
<https://myclothing.com/collections/ormiston-queensmill-academies-29074>

5. Expectations for the academy community

5.1. Pupils

5.1.1. Pupils are expected to wear clothing at all times, unless they have removed clothing during an instance of dysregulation in which they will be appropriately covered and supported to dress as soon as possible. Pupils are expected to wear clothing 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

5.1.2. Pupils are also expected to contact Emily Bennett, Assistant Headteacher on info@oqma.co.uk or 020 8740 8112, 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 suitable clothing for school 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 Emily Bennett, Assistant Headteacher on info@oqma.co.uk or 020 8740 8112, 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 suitable and comfortable clothing. Any concerns will be discussed with parents/ carers and followed up with the principal if the situation doesn't improve
- 5.3.2. Ongoing breaches of our uniform policy will be dealt with by senior and middle leaders supporting the pupil's department (e.g. primary, secondary etc). In situations where clothing choices may be linked to sensory needs or financial hardship, staff will take a mindful approach, prioritizing pupil wellbeing and dignity, while working collaboratively with parents/ carers to find a solution that is in the pupil's best interests.

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 re-tendering contracts at least every 5 years.

6. Monitoring arrangements

- 6.1. This policy will be reviewed in line with OAT's internal policy schedule and/or updated as necessary. At every review, it will be approved by the governing body.

7. Links to other policies

- 7.1. This policy is linked to our:
- Behaviour policy
 - Anti-bullying policy
 - Complaints policy
 - Charging and remissions policy (for any references to charging).