

Ormiston Academies Trust

George Salter Academy

Uniform policy

Policy version control

Policy type	Statutory
Author In consultation with	Natasha Rancins, National Director of Education <i>Sourced document The Key</i>
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 a member of the Pastoral team or the Head of Year for their child, 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 the tie
- 3.4.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible, for example, by only asking that the blazer, worn over the jumper, features the school logo.
- 3.4.3. Limiting compulsory branded items to low-cost and/or long-lasting items such as ties.
- 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 years or house groups apart from the colour of tie depending on the house the students is in.
- 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. Items required to be branded (show the academy logo) are limited to the blazer only and any PE t-shirt.
- 4.1.2. The school jumper does not need to be branded but must have a 'V' neck to enable the school tie to be visible. A sleeveless jumper will be accepted as long as it is black and has a 'V' neck.
- 4.1.3. Trousers must be black. Black leggings or any style of tracksuit bottom are not accepted.
- 4.1.4. Shirts must be white. Either long or short sleeve are acceptable.
- 4.1.5. Skirts must be black, knee length and not be of a material that clings to the body.
- 4.1.6. Socks that are in view (worn with a skirt) must be black.
- 4.1.7. Students must wear the tie that associates them with their house smartly (Crescent – Yellow, Royal – Purple, Loxdale – Red, Trinity – Blue)
- 4.1.8. The PE kit consists of:
 - Branded black / green polo shirt with logo
 - Black shorts or black tracksuit bottoms.
 - The ¼ zip long sleeved black / green tracksuit top is also recommended for when weather conditions permit although a plain black, non-hooded sweatshirt would also be acceptable.
 - Plain, black PE socks are recommended.
 - All of the above items are available in branded form from our suppliers Clive Mark though non-branded equivalents for shorts, tracksuit bottoms and socks are also acceptable.
 - Trainers should be durable with a good grip – black canvas 'pumps' or the equivalent are not acceptable.

4.1.10 Jewellery is restricted to:

- One single stud in the lobe of each ear – no hooped earrings
- No facial or nose piercings

4.1.11 'Extreme' hairstyles are not permitted and any hair dye must be of a natural colour. Hair accessories must not be excessive in nature and any required hair band must be plain black.

4.1.12 Shoes must be leather and branded trainers with logo's or patterns (Nike, Adidas etc) are not acceptable.

4.1.13 Coats must be black with minimal branding, wording or pattern. Hoodies or tracksuit tops are not accepted as coats.

4.1.14 The school bag must be large enough to hold folders or books that are A4 in size in addition to pencil case and planner. It will also be necessary for the bag to be large enough to hold PE kit and trainers.

4.1.15 Hats / caps are not to be worn at any time when inside the school buildings and will only be permitted outdoors when weather conditions permit. This will be at the discretion of the Principal.

4.1.16 Any religious headwear must be black.

4.2. Where to purchase uniform

4.2.1. The blazer, tie and other items of uniform including the PE kit can be purchased from <https://clivemark.co.uk/> although it is also available from other local stockists.

4.2.2. All other items of uniform can be purchased from high street stockists such as Tesco, Sainsburys and Asda though there is no obligation that items are bought from these as long as they match the expectations stated in 4.1 above.

4.2.3. The academy strives to maintain a supply of second hand uniform to purchase. If information related to this is required then please contact a.howe@georgesalter.com.

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 Mr M Cadwallader on ext: 5252 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 Mr M Cadwallader on ext: 5252 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 a range of sanctions in the following order: loss of social time, after school detentions, Internal Exclusion, Suspension. Sanction will be determined based on individual circumstances and frequency of uniform / PE kit breach.

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 by avoiding single supplier contracts and by re-negotiating contracts at least every 5 years.

6. Monitoring arrangements

6.1. This policy will be reviewed annually by the Assistant Principal – Behaviour and Attendance. At every review, it will be approved by the Principal.

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)