Ormiston Academies Trust

Flegg High Ormiston Academy

Uniform policy

Policy version control

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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 **principalsoffice@fleggoa.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. 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 **new guidance states maximum of 4 branded items, only if 1 item is a tie, otherwise it is 3]**

3.4.2. Carefully considering whether any item with distinctive characteristics are necessary, and limiting these items where possible.

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 year/class/house groups.

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

At Flegg High Ormiston Academy, we believe that wearing a uniform is about more than just clothes—it's about creating a positive, focused, and respectful learning environment where everyone belongs.

When students wear the uniform, they become part of something bigger. It builds a sense of pride and unity, helping everyone feel equal and included. There's no pressure to keep up with trends or compete with others, which allows students to concentrate on what really matters—learning, growing, and being their best selves.

Wearing the uniform also helps prepare our young people for the future. It teaches self-discipline, professionalism, and high standards—skills that are valuable not only in school but also in the workplace and wider life.

In short, our uniform helps students feel proud, stay focused, and be ready to succeed—together.

Adaptations and Warm Weather
Although students are required to wear a blazer each day, they are only expected to wear their blazers in transition inside and around the academy (between lessons and leaving/entering the building from break and lunch). They can remove these in lessons and during break and lunch. This is the case all year round.

If the weather gets classified as Amber then the students will be invited to either remove blazers for the day or to wear their PE kits for the day as an alternative.

We would also recommend that students carry water bottles for the day and these can be filled up during break and lunch in the dining areas.

Purchasing Uniform
We have made the decision to minimise the number of compulsory items that carry the academy logo (Blazer, Jumper, Tie and PE Top) to support affordability for all.

Many items of uniform can be purchased at a range of outlets provided it meets the uniform expectations. All items are available (including items displaying the academy logo – Blazer, Jumper, Tie and PE Top) from our local uniform supplier:
Harrisons Schoolwear, 73 Southtown Road, Great Yarmouth, NR31 0DY
01493 662214, www.harrisons-schoolwear.co.uk

Second Hand Uniform
The school has a selection of second hand uniform available. Contact office@fleggoa.co.uk or call 01493 740349 for more information



Blazer	Must be approved Flegg High Ormiston Academy Blazer. (can only be purchased at Harrisons)
Jumper (Optional)	Must be approved Flegg High Ormiston Academy Navy blue woolen V neck jumper with the academy logo and can be worn under blazers at all times at the students' discretion. No other jumpers or hoodies should be worn underneath blazers. (can only be purchased at Harrisons but is an optional item)
Shirt	Shirts must be light blue short or long-sleeved button up shirts. These may be purchased at any retailer. Shirts are required to be buttoned up to the top, so please ensure a comfortable fit when purchasing. (can be purchased at Harrisons or any other outlet)
Tie	Ties must be approved Flegg High Ormiston Acdaemy ties and should be worn at all times. (can only be purchased at Harrisons or the Academy)

Skirt	Navy blue 4 drop pleat 22" length skirt or longer to ensure skirt is knee length and may not be 'rolled up' to achieve a shorter length. (can be purchased from either Harrisons or any other outlet but must look the same and meet the specification of being a navy blue 4 drop pleat skirt that is a minimum of 22" in length)
Trousers	Trousers must be Navy blue boys/girls tailored trousers (can be purchased at Harrisons or any other outlet but must be tailored trousers and not skinny legged or cropped)
Shoes	No trainers may be worn at any time (excluding PE) at the Academy. Only proper, all black school shoes may be worn, with no visible branding of any kind. Girls may wear black 'dolly' shoes, but they may not have any embellishments (glitter, gems, etc.) or any other colour on them.
Socks / Tights	Black tights and black, navy blue or white socks with no visible branding of any kind (can be purchased from any outlet)

PE KIT

Students are responsible for bringing PE Kit to the Academy when necessary. Failure to do so will result in a sanction from the PE Faculty.



PE Top	Blue PE top round neck or polo shirt with academy logo (can only be purchased at Harrisons)
Shorts	Navy blue plain shorts (no logos) (can be purchased at Harrisons or any other outlet)
Tracksuit Bottoms	Navy blue plain tracksuit bottoms (no logos) (can be purchased at Harrisons or any other outlet)
Sports Socks	2 tone blue socks

	(can be purchased at Harrisons or any other outlet. Larger sizes can be purchased via www.directsoccer.co.uk or other outlets)
Trainers	Trainers - any colour (can be purchased from any outlet)
Sports top (Optional)	¼ zip blue long-sleeved top with school logo (can only be purchased at Harrisons but is an optional item)
Rain Jacket (Optional)	Navy blue waterproof with academy logo (can only be purchased at Harrisons but is an optional item)
Additional Kit	Additional kit can be worn during winter and this consists of: plain navy or black base layers worn underneath usual polo top and shorts. Girls are not permitted to wear tights but can wear navy leggings. Students must still wear all parts of their normal kit. These layers are 'additional.'

DANCE KIT



Dance Kit	Plain black leggings, plain black jogging bottoms or shorts with plain black leotard or plain t-shirt (can be purchased from any outlet) or Normal PE Kit can be worn

FLEGG EXPECTATIONS

Coats & Jackets

Navy blue or black are the preferred colour for outer garments worn when travelling to and from the academy. Denim jackets and hooded sweatshirts are not permitted. Coats/jackets should be free from slogans.

Outer Garments

Coats, hats & scarves are not to be worn during lessons, assemblies or in the cafe. Hats, scarves and hoods should be removed whilst in corridors. Outer garments should be free from slogans.

Clothing

All uniform and clothing must be clearly marked with the owner's name, including coats and PE kit.

Jewellery
Students are allowed 1 small stud earring per ear. No other jewellery is permitted, this includes hoop earrings, rings, bracelets, necklaces or any other jewellery items. Students may wear a watch. Body modifications or piercings including tongue and belly button piercings are not permitted.

Belts
A plain black belt is permitted with trousers, belts should not have decorative buckles.

Hair
Extreme hair colouring/styles are not permitted, colours should only be natural hair colours, hair colour cannot be 2 tone. Patterns should not be shaved into hair. Haire accessories should be small in size and in school colours; navy, blue or white.

Make-up
Natural make up may be worn at the Academy. No bright colours or heavy application will be allowed.

Eye lashes
False eyelashes are not permitted.

Nails
Nail varnish, French manicured tips, acrylics and/or adornments are not permitted.

Non-uniform days
Non-uniform days are used to raise awareness and funds for charities. In these circumstances, the clothes worn by students must still comply with these fundamental principles:

5. They must be safe and practical for school use.
6. They must not promote unacceptable messages – drugs, violence, racism etc.
7. They must not conceal identity.
8. They must not be indecent – no low cut or mid-drift tops or excessively short skirts/shorts.
9. No jewellery is to be worn other than 1 small stud per ear.
10. No extreme hair colour.
11. No false nails/eyelashes/excessive or obvious makeup.

12. Expectations for the academy community

12.1. Pupils

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

On the school premises and 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)

12.1.2. Pupils are also expected to contact the Principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

12.2. Parents and carers

12.2.1. 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

12.2.2. Parents are also expected to contact **the Principal** if they want to request an amendment to the uniform policy in relation to:

Their child's protected characteristics

The cost of the uniform

12.2.3. 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.

12.2.4. Disputes about the cost of the school uniform will be:

Resolved locally

Dealt with in accordance with our school's complaints policy

12.2.5. The school will work closely with parents to arrive at a mutually acceptable outcome.

12.3. Staff

12.3.1. 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.

12.3.2. Ongoing breaches of our uniform policy will be dealt with as per the Behaviour policy.

12.3.3. 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.

12.4. Governors

12.4.1. The governing body will review this policy to ensure it:

12.4.1.1.
Is appropriate for the academy's context

12.4.1.2.
Is implemented fairly across the school

12.4.1.3.
Takes into account the views of parents and pupils

12.4.1.4.
Offers a uniform that is appropriate, practical and safe for all pupils

12.4.2. The governing body will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money.

13. Monitoring arrangements

13.1.
This policy will be reviewed **annually by the Principal** and approved by **The Full Governing Body.**

14. Links to other policies

14.1. 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)