

Ormiston Academies Trust

City of Norwich School

Uniform policy

Policy version control

Policy type	Statutory
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In consultation with	<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 their House Leader, 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. CNS help and support to access our school uniform:

- The current uniform is affordable and easy to access and maintain.
- Uniform trousers and skirts are widely available.
- If you need help or support, please contact the school to discuss options

- 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: 3 branded items.
 - 3.4.2. Carefully considering whether any item with distinctive characteristics are necessary.
 - 3.4.3. Limiting items with distinctive characteristics to low-cost and/or long-lasting items.
 - 3.4.4. Avoiding specific requirements for items such as coats, bags and shoes/trainers that pupils could also wear on non-school days.
 - 3.4.5. Avoiding different uniform requirements for different year/class groups
 - 3.4.6. Avoiding different uniform requirements for extra-curricular activities.
 - 3.4.7. Considering alternative methods for signalling differences in groups for inter-school competitions, such as creating posters
 - 3.4.8. Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions
 - 3.4.9. 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
 - 3.4.10. Avoiding frequent changes to uniform specifications, and minimising the financial impact on parents/carers of any changes
 - 3.4.11. 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
 - 3.4.12. Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers

- 3.4.13. 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. Compulsory items for CNS school uniform

- Black school trousers, black pleated skirt that finishes on or no more than one hand width above the knee, or black tailored knee length shorts
- Navy polo shirt with embroidered house name and school logo*
- Navy blue V-neck jumper or hoodie with school logo*
- Plain, black sensible shoes or boots – plain black leather trainers without coloured branding are permitted
- Tights, if worn, are to be black, not leggings
- Socks are to be plain and dark in colour
- A bag to carry books and a pencil case with pen, pencil and ruler as a minimum
- Cultural headwear should be plain blue or black in colour and no longer than shoulder length.

4.1.2. PE Kit

- Navy Leggings or Navy PE Skort (Unbranded) (Branded CNS navy leggings/CNS PE Skort with school logo are available but optional*)
- Navy Shorts(unbranded) (CNS navy Shorts with school logo available but optional *)
- CNS navy PE top with school logo*
- Plain navy sweatshirt (Unbranded) (CNS navy sweatshirt with school logo available but is optional*)
- Plain navy base layer (unbranded)
- Plain navy tracksuit bottoms (unbranded)
- Games socks – navy
- Trainers (not black soles)
- Studded boots for football/rugby (boys and girls)
- Shin Pads and Gum shields, whilst not compulsory, are strongly recommended.
- *Items marked with a star (*) are only available from Stevensons and Birds of Dereham.*

4.1.3. Hair/Jewellery

- Hair should be of an appropriate style for school, with no variations allowed for fashion trends. A natural colour is expected. Highlights are acceptable but no streaks of a non-natural colour.
- Hair should not obstruct the face (taking into account the requirement to avoid discrimination in line with the Equality Act 2010)

- Jewellery should be discreet and safe; hoop earrings are not permitted, but a single pair of studs is allowed. A single ring and bracelet are permissible. A single discreet nose stud is allowed. No other facial piercings are not permitted. Jewellery of any kind is not allowed during PE lessons.
- Make-up should be subtle.
- Fake eye lashes, coloured nail varnish and acrylic nails are not permitted, and students will be asked to remove them.

4.1.4. Banned items

- Stretch miniskirts
- Leggings
- Tracksuit bottoms
- False eyelashes
- Coloured or acrylic nails
- Metal afro hair combs (plastic only please)

4.2. Where to purchase uniform

4.2.1. CNS Uniform is available at:

- Birds of Dereham, Unit D, 13 Yaxham Road, Dereham NR19 1HB
- Stevensons Uniform shop on Ber Street in Norwich.
- Uniforms can also be purchased in supermarkets/stores selling plain black pleated skirts, school trousers and tailored shorts. Any parents or carers who have difficulty in meeting the cost of a school uniform should contact their pastoral manager. Financial help may be available.
- Please contact the school if you would like to access our stock of quality preloved uniform
- This information is published on the school website.

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:

- On the school premises
- Travelling to and from school
- Outdoor hats and coats should not appear at all during lessons.
- No non-black trainers are allowed as school shoes.
- Garments worn under polo shirts should not be visible at all.
- 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 their House Leader 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 their child's House Team 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 following the home/school agreement and the behaviour policy

- 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

6. Monitoring arrangements

6.1. This policy will be reviewed in line with OATs internal policy schedule and/or updated when new legislation comes into force.

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)