Orion Ravensworth School Uniform Policy

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Author: Executive Principal

Owner: Executive Principal

Type of Policy:

☐ Trust Policy

☐ Trust policy tailored by School

☒ School Policy

Approval:

☒ School

☐ LAB

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Orion Education

Our Four Critical Questions

Why do we exist?

To improve outcomes, transform lives and enable social mobility.

How do we behave?

Trust • Kindness • Endeavour

What do we do?

We create a strong network of schools which transform the lives of students by enabling them to achieve high educational and personal goals, regardless of their background.

How do we succeed?

Through a clear backbone, strong culture, academic rigour and smart systems.

Contents

1. Aims
2. Our school's legal duties under the Equality Act 2010
3. Limiting the cost of school uniform
4. Expectations for school uniform
5. Expectations for our school community
6. Monitoring arrangements
7. Links to other policies

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1. Aims

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 we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. Our school's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to 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 related to their sex, gender or gender reassignment
- 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 the Principal, 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

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 uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers' ability to 'shop around' for a low price.

We will make sure our uniform:

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

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics 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 pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- 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 the policy

4. Expectations for school uniform

4.1 Our school's uniform

As part of our recent school rebrand to Orion Ravensworth, part of Orion Education, we have a new logo which is now incorporated into our agreed school uniform. Uniform with the new logo will only be compulsory for new pupils joining the school from September 2025, starting with our incoming Reception cohort in September 2025.

Only one branded item of uniform is now required – the school jumper/cardigan, all other elements of the school uniform is unbranded and can be sourced from any provider, including supermarkets etc to keep costs to a minimum, supporting our parents/carers and wider community.

Existing pupils may continue wearing uniform with the current logo for as long as it fits. There is no requirement to replace uniform until it is outgrown or needs to be replaced naturally.

Reception Children
For children in Reception, all children will be required to wear;

- A navy-blue Ravensworth jumper or cardigan with the **new** logo (September 2025)
- A white polo top (unbranded)
- Dark grey trousers (winter) or tailored dark grey shorts (summer)
- Dark grey skirt, dark grey pinafore dress, blue gingham summer dress
- White socks, grey socks or grey tights
- Black shoes or black trainers with no logos

Children in Years 1-6
For children in Years 1-6, all children will be required to wear;

- A navy-blue Ravensworth jumper or cardigan with the **new** logo (September 2025)
- A white polo top (unbranded)
- Dark grey trousers (winter) or tailored dark grey shorts (summer)
- Dark grey skirt, dark grey pinafore dress, blue gingham summer dress
- White socks, grey socks or grey tights
- Black shoes or black trainers with no logos

PE Kit
We have simplified our approach to PE kits. To support children with the teaching of PE, children will need;

- A plain white t-shirt (unbranded)
- Unbranded black shorts (summer) or black jogging bottoms (winter)
- An unbranded black sweatshirt (winter)
- Black trainers (please note children should not be wearing school shoes to take part in PE)

The PE kit is unbranded to help reduce costs for parents and carers by removing the need for a branded PE jumper, which would be an additional expense.

Additional information

- Ties are no longer a requirement of the school unform and are no longer required to be worn
- The lighter blue (PE) jumper is no longer being used. The only jumper moving forward will be the navy-blue Ravensworth jumper.

4.2 Where to purchase it

Our school uniform provider is **Brigade**.

To purchase branded school uniform items, please visit Brigade at https://www.brigade.uk.com.

Brigade are offering a delivery to home service for all uniform orders via their website.

All unbranded items of school uniform can be affordably purchased from a variety of retailers, including supermarkets and other high street stores.

5. Expectations for our school community

5.1 Pupils

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

- On the school premises
- Travelling to and from school
- At out-of-school 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 the Principal if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

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

Parents/carers 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

Parents/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

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

5.3 Staff

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.

Ongoing breaches of our uniform policy will be dealt with through the school's 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.

5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils
- The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6. Monitoring arrangements

This policy will be reviewed annually

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy