



# Uniform Policy

## Management log

Document name	Uniform Policy
Author	Ryan Hawley, Executive Headteacher
Date approved	July 2022
Date issued	September 2022
Date of review	May 2022
Reviewer	Executive Team

## Document history

Version	Date authored	Author	Date approved	Date issued
V1	January 2018	Alison Ingram – reviewer Dave Hooker	January 2018	April 2018
V2	March 2020	Dave Hooker	July 2020	July 2020
V3	May 2021	Alison Ingram	July 2021	July 2021
V4	July 2021	Dave Hooker	July 2021	July 2021
V5	May 2022	Ryan Hawley	July 2022	July 2022

## Introduction

Our mission is to create transformational schools that belong to their communities and where all pupils and staff achieve more than they thought possible. Our uniform expectations directly match to this; we have incredibly ambitious standards. The uniform is designed to be a visual representation of the school culture, it effectively supports a safe and purposeful climate for learning. Our expectation is that all children and young people will adhere to our high standards of uniform at all times. Our schools will always present uniform policy as not being gender specific.

## Contents

Introduction.....	2
1. Aims .....	2
2. Our school's legal duties under the Equality Act 2010.....	2
3. Limiting the cost of school uniform .....	3
4. Expectations for school uniform .....	3
4.1 Secondary School.....	4
4.2 Post-16 .....	4
4.3 Our school's uniform – The Specifics.....	5
4.4 Where to purchase it.....	5
5. Expectations for our school community.....	6
5.1 Parents and carers.....	6
6. Staff.....	6
7. Governors .....	6
8. Links to other policies.....	7
Appendix 1: Average cost of uniform per pupil .....	8

---

## 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is at a 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 sex, race, religion or belief, 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 in relation to a Health and Safety requirement)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable

- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mr D Thompson who can answer questions about the policy and respond to any requests.

### 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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have 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' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost, this is demonstrated in the costing grid Appendix 1
- 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 the number of items with distinctive characteristics where possible. This is limited to blazer, PE Top and tie.
- We limit items with distinctive characteristics to low-cost or long-lasting items, our ties are an example of this.
- 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 leveler
- Avoiding different uniform requirements for different year groups and where there is a year group specific tie, this remains with the cohort throughout their time at NUASt.
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Parents experiencing financial hardship should contact Mr S Cox (Inclusion Lead) who will be able to discuss the options that could be available

### 4. Expectations for school uniform

The Trust requires all students 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)

School staff are expected to ensure that the exacting standards of uniform are always maintained.

#### **4.1 Secondary School**

We regard the uniform as a practical, distinguishing feature that helps pupils to feel part of the school and gives a formal appearance. It is the expectation of the Trust that all pupils wear the uniform based on the principles set out below. Pupils are expected to contact Mr Thompson (Deputy Head Teacher) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The Trust requires all pupils to always wear the correct uniform as a minimum this is (other than specified non-school uniform days):

- Blazer with school badge
- School tie (correctly worn)
- Black skirt (Knee length) straight or pleated not tight-fitting stretchy tube skirts. Where skirts are worn, black tights must be worn.
- Black trousers, these should be properly tailored cloth trousers, no leggings, jeggings, tight fitting or cropped trousers
- Black shoes (heels must not be over 2 inches in height) no trainers allowed.
- A white shirt with collar (not a polo shirt)
- A black V-necked jumper (optional)

In addition to the above guidelines the following principles should also be adhered to as a minimum standard.

- Pupils should change into the schools designated PE kit when undertaking PE lessons. Trainers only need to be brought into school for use in PE or for Sports activities
- Pupils should not wear jewellery except for a watch and one small stud or sleeper per ear, in the ear lobe (no other body studs to be worn) no facial piercings
- Hairstyles should be neat and presentable – natural hair colours only
- Hats must not be worn in and around the school buildings
- No denim should be worn in school
- Shirts must be always tucked in
- Make-up should be minimal and natural; staff have the right to challenge inappropriate or overtly obvious make up applications. Make-up includes nails (colour and length), eyelashes, eyebrows, and foundation – this list is not exhaustive. False nails and eye lashes must not be worn.

#### **4.2 Post-16**

As senior members of the student body, Post-16 students are not expected to wear a uniform however students must be dressed in a manner that would be suitable for office work.

### 4.3 Our school's uniform – The Specifics

The following uniform is deemed appropriate and professional for all Year 7–11 students at NUASt and is designed with cost in mind.

- A blazer appropriate for the academy environment
- Black tailored trousers OR black skirt (if worn, the skirt must be knee-length and students must wear 60+ denier black tights—no bare legs allowed)
- A NUASt tie must be worn appropriately at all times (each year group has a specific colour) as shown below.
- A long-sleeved shirt with stiff collar (only white shirts are permitted)
- A black V-neck knitwear sweater may be worn
- Hairstyles must be suitable for a business environment and of natural colour
- Black or grey plain ankle socks
- A NUASt PE top must be worn during PE lessons
- Smart, polished flat shoes (not with velcro fastening) with a sturdy sole that can have up to a one inch heel
- A wrist watch (smartwatches are not permitted)
- One set of discrete studs worn in the ear lobes are permitted
- Turbans to be of a plain, dark colour
- Only Hijab to be worn (this should be a plain, dark colour)
- Make-up must be discrete and suitable for a professional environment

Ties (for Year Groups in Sept 2022). Each cohort will keep their tie colour throughout their time at NUASt.



#### Students must not wear:

- Visible tattoos or any body piercings other than detailed in the guidelines above
- Words, logos or diagrams on clothing (other than the NUASt logo)
- Open shoes, training shoes and flip flops
- Sweatshirts or hooded sweatshirts (black V Neck only)
- Leggings or denim jeans of any description
- Extreme hair styles, including unnatural colours
- Low-necked tops, vest tops and crop tops
- Nail varnish, false nails and false eyelashes

### 4.4 Where to purchase it

Our school uniform supplier is Just School Wear who are based in Arnold. All uniform is available to order online from them <https://just-schoolwear.co.uk>

Additionally, ties can be purchased either from Just School Wear or directly from school. Orders for ties can be made and paid for using parent pay.

We also run a "Uniform Hub" where pre-used uniform is available. To support this, we ask that parents/carers donate any used but no longer needed uniform to the uniform hub so that it can benefit other families.

## **5. Expectations for our school community**

### **5.1 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 are also expected to contact Dave Thompson (Deputy Head – Pastoral) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

Parents 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 to arrive at a mutually acceptable outcome.

## **6. Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. If a pupil arrives in the wrong uniform schools will work with the pupil and the family to resolve these issues immediately. This may include isolating the pupil until the uniform issues have been resolved. Non-compliance will result in an escalation of sanctions.

Breaches of our uniform policy which includes shirts being untucked will be challenged and a record of the conversation will be made on the student's conduct card. Persistent breaches will result in a detention. Students who do not bring items of uniform will be expected to rectify this promptly, parents/carers are expected to support.

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. We hold a stock of uniform.

## **7. Governors**

The governing body 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 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.

## **8. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Safeguarding policy
- Educational Trips and Visits
- Anti-bullying policy
- Complaints policy

## Appendix 1: Average cost of uniform per pupil

Excluding vat

UNIFORM ITEM	BRANDED?	COST PER ITEM (£)	NUMBER OF ITEMS PER PUPIL	TOTAL COST (£)
Ties	Yes	6.00	1	6.00
Blazer	Yes	38.00	1	31.50
PE Shorts	No	5.00	1	
PE Polo Shirt	No	9.50	1	9.50
Shoes	No	25.00	1	25.00
Shirt	No	3.50	1	3.50
Trousers	No	7.00	1	7.00
Skirt	No	8.00	1	8.00
Jumper	No	5.00	1	5.00
PE Trainers	No	20.00	1	20.00

**Total cost for girls and boys** – even though the policy doesn't list items by sex, we have still considered the different cost implications for pupils based on sex. Additional costs due to religious beliefs has also been considered.

<b>TOTAL COST (GIRLS)</b>	117.50
<b>TOTAL COST (BOYS)</b>	117.50
<b>ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)</b>	