

Uniform Standards

Nottingham University Samworth Academy



Approved by: TILT

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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.

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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 selfidentified 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 Luke James 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. Only blazers, Ties and PE kit are branded.
- 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.
- 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 secondhand 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 Luke James 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 Luke James at lujames@nusa.org.uk 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):

- NUSA Blazer with school badge

- NUSA School tie
- Black skirt (knee length) straight or pleated not tight-fitting stretchy tube skirts
- Black trousers these should be properly tailored cloth trousers, no leggings, jeggings 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 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 (no other body studs to be worn) no facial piercings. A Plastic nose stud can be worn.
- 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.

4.2 Post-16

As senior members of the student body, Post-16 students are not expected to wear a uniform. As a rule, however, students have been instructed to dress in smart and sensible clothing.

4.3 Our school's uniform – The Specifics

- Branded NUSA tie, Blazer and PE tops
- White school shirt, Black shoes, Black trousers / skirt
- A clear plastic nose stud can be worn, but all jewelry is removed for PE
- Every student needs a school bag big enough to fit an A4 folder in it.



PE Kit

Pupils are expected to arrive at lessons with the appropriate kit, so that the learning environment is positive and safe. All pupils must bring their PE kit, including those who are injured or cannot participate.

Pupils must also bring a note and will be expected to participate as fully as their injury/ailment allows. This may include them; coaching, refereeing or officiating.

All pupils are made aware of these expectations when they begin school and are further reminded every September.

Pupils are not permitted to wear piercings of any kind for PE. They must be removed. Any piercing's should be done in the summer holidays to allow the body sufficient time to heal. Failure to remove piercings will result in pupils being removed from the lesson for safety reasons.

Compulsory items

- Polo shirt- NUSA Polo shirt with NUSA logo
- Shorts- Plain* black of appropriate length for physical activity (mid-thigh). Nike Pro style are not acceptable
- Socks- Plain* black knee length football socks
- Trainers- Sports trainers with appropriate cushioning and support for physical activity

Highly recommended items

- Football boots – with moulded stud or blades. Used for Rugby and Football. Metal studs are not suitable for the all-weather pitch
- Rugby Shirt- NUSA reversible rugby shirt (for Rugby)

Cold weather optional items (these items are for cold weather only).

- Base Layer- Plain* black Under Armour/skins/base layer

Optional items

- Fleece- NUSA black ¼ zip fleece
- Training jacket- NUSA black full zip training jacket

***Plain - Only a small brand logo is acceptable. No stripes, excessively sized logo or patterns**

4.4 Where to purchase it

All branded uniform can be bought from academy uniforms online. Link below:

<https://just-schoolwear.co.uk/product-category/nusa-nottingham-university-samworthacademy/>. Or visit the shop at 12 High Street, Arnold, Nottingham, NG5 7D.

Non-branded items can be purchased from all high-street' retailers. NUSA has second hand uniform available for parents to have if required.

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 Luke James at lujames@nusa.org.uk 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 sanctioned by logging on kickboard and losing points.

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. It is expected that schools will 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

UNIFORM ITEM	BRANDED?	COST PER ITEM (£)	NUMBER OF ITEMS PER PUPIL	TOTAL COST (£)
NUSA Blazer	Yes	£32.50 - £38.50	1	£38.50
NUSA Tie	Yes	£7	1	£7
White collared school shirt	No	£6.50	5	£32. 50
Black school trousers	No	£11	1	£11
School shoes	No	£15	1	£15

PE t shirt	Yes	£14.50 - 16.95	1	£16.50
PE Shorts	No	£6	1	£6
Football socks	No	£5	1	£5
NUSA rugby reversible top	Yes	£20.50 - £25.95	1	£25.95
NUSA fleece top	Yes	£20.95 - £25		£25

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.

TOTAL COST (GIRLS)	£156.50
TOTAL COST (BOYS)	£157.45
ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)	