



Uniform Standards

Nottingham University Academy of Science and Technology



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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 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 their child's Head of Year, 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. Blazers and ties are the only branded items.
- We limit items with distinctive characteristics to low-cost or long-lasting items, our ties are an example of this where they follow the child through their time in school.
- 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 years
- 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 their child's Head of Year who will be able to discuss the options that could be available

4. Expectations for school uniform

Trust Uniform and dress code principles:

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 NUASt that all pupils wear the uniform based on the principles set out below. Pupils are expected to contact their child's Head of Year if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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

- A NUASt blazer
- Black tailored trousers (must be loose fitting) 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, worn appropriately (each year group has a specific colour).
- A long-sleeved shirt with stiff collar (only white shirts are permitted and should be tucked in at all times)
- A black V-neck knitwear sweater may be worn
- Hairstyles must be suitable for a business environment and must be of a natural colour
- Black or grey plain ankle socks
- Smart, polished flat shoes 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

In addition, students should 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

4.2 Post-16

NUAST has a dress code that all our sixth form students must to adhere to. Students must dress for a professional business environment. Visitors to our school (which include potential employers) feedback that our students look fantastic and regularly offer opportunities for work placements.

Suitable outfits include:

- A suit including formal jacket with a collared shirt. A tie, bow ties and waistcoats may be worn.
- Trousers with collared shirt and tie (jumper optional).
- Trousers with a smart jumper.
- A smart skirt or trousers worn with blouse or smart jumper.
- A smart dress appropriate for a professional environment.
- Labcoat.
- Smart shoes or boots (no trainers/vans/converse).
- Hairstyles suitable for a professional environment.
- In addition to this, every sixth form student must wear their lanyard and ID card at all times (these will be provided during the first week).
- Clarity
- Jumpers must be smart with only a small, discrete, non sports logo. Hoodies are not permitted.
- Shirts must be tucked in.
- Dresses and skirts must be no shorter than 2 inches above the knee.

What is not acceptable

- Visible tattoos and extreme piercings
- No jeans or leggings
- Extreme hairstyles
- Wearing outer coats, hats and scarves inside the building
- Low-necked tops, vest tops and crop tops. Spaghetti straps are not acceptable
- Suitability of clothing will be at the Assistant Head Teacher – Post 16's discretion. Please ask if you are unsure.

Specialist Clothing Requirements

Personal Protective Equipment (PPE) must be worn when working in laboratories and workshops. NUAST will provide:

- A workshop apron
- A laboratory coat
- Eye protection
- Ear protection

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 Mr Atkin (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. A detention will be issued for having a shirt that is untucked. 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

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.

TOTAL COST (GIRLS)	117.50
TOTAL COST (BOYS)	117.50
ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)	