



Nailsea School

# Uniform Policy

Headteacher Mrs D Elliott

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Review Date: 2027



**Nailsea  
School Uniform Policy**

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This policy will be reviewed by the Local Partnership Board every three years.

Signature:

Name: Dionne Elliott

Position: Headteacher

Date: 23/09/2024

Signature:

Name: Sue Renny

Position: Chair of Local Partnership Board

Date: 23/09/2024



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

## 2. Our Academy's 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, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

- 2.2 To avoid discrimination, our Academy 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 style their hair in a way that is appropriate for school and makes them feel most comfortable
  - Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
  - 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 school office, 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 Academy uniform

3.1 Our Academy 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.

3.2 We understand that items with distinctive characteristics (such as branded items, or items that need to have an Academy 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.

- 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 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
- 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 Academy's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- 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/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 Academy uniform

##### 4.1 Our Academy's uniform

<b>JUMPER</b>	Compulsory – School jumper with the school badge – to be worn every day. No hoodies to be worn in school.
<b>FLEECE</b>	Optional – School fleece branded with the school badge can be worn over the school jumper as an optional extra.
<b>HOODIES</b>	Hoodies are not a part of the school uniform and should not be worn to school.  If your child wears a hoodie they will be asked to remove it. If this persists, the hoodie will be confiscated at the door by a member of staff and you may be asked to collect it from school
<b>SHIRT</b>	White shirt with buttons at the neck (long or short sleeve) – top button done up
<b>TIE</b>	Clip on House Tie



<b>TROUSERS</b>	<p>Tailored black trousers. Skin tight fitting style trousers are not allowed. Jeans and leggings are not allowed. No visible buckles, zips, rivets or poppers. Ankles should not be visible.</p> <p>As a school we appreciate the cost in ensuring that your child wears the correct school uniform and as a result we do not stipulate a 'school trouser'. These can be purchased from shops selling school uniform, including major supermarkets. All other styles are not to be worn. Following feedback regarding trouser styles – we have produced a guide. <a href="#">Click Here</a> for links and visual references.</p>
<b>SHOES</b>	Black leather or leather-look shoes or trainers (no canvas, boots or coloured flashes).
<b>HAIR</b>	Hair must be of a natural colour and there must be no lines or decorations shaved in
<b>NAILS</b>	Nails should be of an appropriate length to comply with Health & Safety guidelines and be natural and with a clear neutral colour
<b>JEWELLERY</b>	No rings, necklaces, bangles or bracelets. Earrings are allowed, with a maximum of two studs in the lower ear lobe, no other piercings are acceptable. All Jewellery must be removed for PE lessons and cannot be taped over.
<b>FACIAL PIERCINGS</b>	Facial piercings are not allowed, students will be asked to remove these during the school day
<b>NEW EAR PIERCINGS</b>	New ear piercings should be done at the end of the Summer Term to allow for appropriate healing time so they can be removed for PE Lessons
<b>HEADPHONES</b>	Headphones are not part of the school uniform and should not be seen.
<b>PERSONAL ITEMS</b>	Personal property items (such as phones, jewellery, bikes etc) are brought in to school at the students own risk. For this reason, we do not recommend that anything of significant value is brought to school without consideration of it's safe-keeping eg: bikes should be locked up.

## 4.2 PE Kit

### COMPULSORY KIT

PE Polo Shirt (Navy & Gold)

Plain navy sports shorts (not cycling shorts)

Reversible navy and gold rugby shirt

Trainers

Long navy socks – needed when wearing shin pads (White sports socks to be worn otherwise)

Plain navy tracksuit bottoms

A pair of shin pads (for football and hockey)

A gum shield (compulsory for hockey and competitive rugby)

Football boots (no metal studs) for football and rugby



All jewellery must be removed for every lesson, jewellery cannot be taped over.

#### OPTIONAL KIT

A pair of navy-blue sports leggings with printed Nailsea logo

A plain navy-blue jumper (no hoodies)

Hoodless waterproof navy coat

Skort

### 4.3 Where to purchase it

Uniform for students Years 7 – 11

Nailsea School has a cohesive uniform policy, and wants its students to take pride in their appearance.

All items of clothing should be marked with the student's name and be clean and neat.

Trousers, shoes and shirts can be purchased from any outlet but must follow the guidelines below.

School ties and jumpers can be purchased from School Togs.

School Togs

2 Clevedon Walk, Nailsea BS48 1RS

[www.schooltogs nailsea.co.uk](http://www.schooltogs nailsea.co.uk)

01275 857491

#### 2nd Hand Uniform

Second-hand uniform can be purchased through the school's PTA, they can be contacted through their

Facebook page [here](#).

Prices of used kit can be found on the PTA page here [Our PTA – Nailsea School](#)

<https://www.facebook.com/groups/NailseaPTA>

<https://www.nailseaschool.com/our-team/our-pta/>

## 5. Expectations for our Academy community

### 5.1 Pupils

5.1.1 Pupils are expected to wear the correct uniform at all times (other than specified non-uniform days) while:

- On the Academy premises
- Travelling to and from our Academy
- At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required). We will inform you if you do not need to wear Academy uniform when on an external trip or visit



5.1.2 Pupils are also expected to contact their Head of House if they want to request an amendment to the uniform policy in relation to their protected characteristics. This will then be approved by the Assistant Headteacher, Behaviour & Wellbeing.

## **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:

- Clean
- Clearly labelled with the child's name
- In good condition

5.2.2 Parents/carers are also expected to contact the Headteacher if they have concerns about the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

5.2.3 Disputes about the cost of the Academy uniform will be:

- Resolved locally
- Dealt with in accordance with our Trust complaints policy

## **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 headteacher if the situation doesn't improve.

5.3.2 Ongoing breaches of our uniform policy will be dealt with in line with our 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. Parents will be signposted to sources of secondhand uniform.

## **5.4 Local Partnership Board**

5.4.1 The Local Partnership Board will review this policy to make sure that it:

- Is appropriate for our Academy's context
- Is implemented fairly across the Academy
- Takes into account the views of parents/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

5.4.2 The Board will also make sure that the Academy'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.