



**Norlington School and 6th Form**



|                                                       |                                                                                                                       |                                                                  |  |
|-------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------|--|
| LGB Policy Name & Reference                           | School Uniform policy                                                                                                 |                                                                  |  |
| Review Frequency:                                     | Bi-Annually                                                                                                           |                                                                  |  |
| LGB Approval Body:                                    | Full LGB Governing Body                                                                                               |                                                                  |  |
| LGB Governor Responsible:                             | Chair of Governors                                                                                                    |                                                                  |  |
| Date of Last LGB Academy Review:                      | January 2023                                                                                                          |                                                                  |  |
| Date of Next LGB Academy Review:                      | January 2025                                                                                                          |                                                                  |  |
| Other Key Staff or Partners:                          | Head of Lower School: Paul Hobbs<br>Head of Upper school: Yusuf Hafesji<br>Head of 6 <sup>th</sup> Form: Donna Kenyon |                                                                  |  |
| Appendices:                                           | Appendix 1: School shoes                                                                                              |                                                                  |  |
| Related Legislation and Guidance:                     | School's legal duties under the Equalities Act 2010                                                                   |                                                                  |  |
|                                                       |                                                                                                                       |                                                                  |  |
| Signed on behalf of Governing Body:<br>Gwyneth Hamand | Date:<br>January 2023                                                                                                 | No of Pages in addition to this Cover Page without appendices: 9 |  |

## Contents

|            | Section                                 | Page |
|------------|-----------------------------------------|------|
| <b>1</b>   | Introduction                            | 2    |
| <b>2</b>   | Legislation and guidance                | 3    |
| <b>3</b>   | Limiting the cost of the school uniform | 3    |
| <b>4</b>   | Expectations for the school uniform     | 3    |
| <b>4.1</b> | Day-to-day uniform                      | 4    |
| <b>4.2</b> | Sports kit                              | 5    |
| <b>4.3</b> | Exemptions                              | 6    |
| <b>5</b>   | Personal appearance                     | 7    |
| <b>6</b>   | Expectations for our community          | 7    |
| <b>6.1</b> | Students                                | 7    |
| <b>6.2</b> | Parents/Carers                          | 7    |
| <b>6.3</b> | Staff                                   | 8    |
| <b>6.4</b> | Governors                               | 8    |
| <b>7</b>   | Monitoring arrangements                 | 8    |
|            | Appendix 1: School shoes                | 9    |

## **1. INTRODUCTION**

### **Statement of intent**

The purpose of this policy is based on the belief that the school uniform:

- Promotes the ethos of our school and a sense of pride
- Provides a sense of belonging and school community
- Creates a shared identity and common sense of purpose
- Supports our commitment to inclusion

The policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for Parent/ Carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform.

Should you have any questions about the uniform policy or about the requirements, contact your child's Head of Year.

General expectations for all students:

- All students from Year 7 – 11 are expected to wear the full school uniform, which gives them a recognisable identity as a student of Norlington School and 6<sup>th</sup> Form.
- Students should be dressed smartly and should take pride in their appearance, presenting themselves as gentleman of Norlington
- Students should be travelling to and from school in uniform.
- Blazers must be worn between lessons, but can be removed in the classroom, once permission is given by the member of staff.
- Coats, hats, scarves and gloves are not to be worn inside the building

Blazer, ties, sports top and sport tracksuit are available to buy from the school office.

## **1. LEGISLATION AND GUIDANCE**

### **Our school's legal duties under the Equalities 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 re-assignment.

To ensure our school is inclusive we will;

- Make sure our school uniform is kept at a low cost and is the same for all children
- Allow all children to have long hair and to style their hair in a way, that is appropriate for school yet makes them feel most comfortable (see appearance section for further guidance)
- Allow all children to wear religious headgear and other religious symbols

## **2. LIMITING THE COST OF THE SCHOOL UNIFORM**

We know that our diverse community appreciate our traditional approach to uniform and parents and visitors have always said how the students feel proud to wear our uniform and how it raises their self-esteem. Our school does have 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 items that require the school logo) can not be purchased from a wide range of retailers, hence the reason these items are sold by the school, to keep costs low.

We will make sure our uniform:

- Is available at 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 as 'optional' so parents can find cheaper alternatives if required
- Considering cheaper alternatives to school-branded items, such as bags and coats
- Avoiding specific requirements for items students could wear on non-uniform days
- Keeping the number of branded items to a minimum, so that the school's uniform can act as a social leveller
- Different uniform requirements are kept to a minimum
- Avoiding frequent changes to uniform specifications and minimising the financial impact on Parents/ Carers of any change
- Consulting with Parents/ Carers and students on any proposed significant changes to the school uniform policy and carefully considering any complaints about the policy

### **3. EXPECTATIONS FOR THE SCHOOL UNIFORM**

It is our school policy that all students wear school uniform when attending school, or on occasions where students are representing the school, including school trips. We endeavour to achieve a high standard in all aspects of school and expect this to be reflected in both the appearance and behaviour of our students. School uniform plays an important part in establishing the ethos of the school in several ways. We believe that school uniform provides our students with a sense of community and identity with our school. We want our students to be smart in their uniform and wear it with pride.


Parents/ Carers are asked to co-operate fully by providing the uniform and ensuring students wear it correctly to and from school, and other times as required.

A detailed list of the uniform rules can be found below, with examples of preferable uniform accessories.

Failure to adhere to the uniform policy may lead to appropriate sanctions inline with the schools behaviour policy

#### 4.1 Day-to-day uniform

##### Blazer

|                                                                                                |                                                                                   |                                                                                                                             |
|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|
| <p>Norlington School and 6th Form black blazer with school logo embroidered on the pocket.</p> |  | <p>Compulsory – to be worn at all times, unless given permission by staff. Only available from the school uniform shop.</p> |
|------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------|


##### Jumper

|                                   |                                                                                    |                                                                |
|-----------------------------------|------------------------------------------------------------------------------------|----------------------------------------------------------------|
| <p>Must be a black and V-neck</p> |  | <p>Optional – Sweatshirts and cardigans are not permitted.</p> |
|-----------------------------------|------------------------------------------------------------------------------------|----------------------------------------------------------------|

##### Shirt

|                                                                                                                                                                       |                                                                                     |                                                                                                                                     |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| <p>Must be white and the collar must be designed to accommodate a tie and must have a top button which fastens, Shirts must be tucked into trousers at all times.</p> |  | <p>Brightly coloured t-shirts must not be worn under the shirt. Can be purchased from any high street retailers or supermarket.</p> |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|

##### Tie

|                                                       |                                                                                     |                                                                                   |
|-------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|
| <p>Should cover the fastened top button on shirt.</p> |  | <p>Only available from the school uniform shop.</p> <p>KS3 tie</p> <p>KS4 tie</p> |
|-------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|

## Trousers

|                                                          |                                                                                                               |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|
| Must be black in colour. A plain black belt may be worn. | Jeans/ Track suits bottoms are not permitted. Can be purchased from any high street retailers or supermarket. |
|----------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|

## Shoes

|                                                            |                                                                                                        |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|
| Must be black and are formal (See appendix 1 for guidance) | Suede shoes, 'trainer' style or Velcro fastened shoes are not permitted. (See appendix 1 for guidance) |
|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------|

## School bags

|                                                                               |                                           |
|-------------------------------------------------------------------------------|-------------------------------------------|
| Bags must be large enough and strong enough to carry all equipment and books. | No pouches or small sports bags permitted |
|-------------------------------------------------------------------------------|-------------------------------------------|

## Coats

|                                                      |                                         |
|------------------------------------------------------|-----------------------------------------|
| Any sensible coat for appropriate weather conditions | No coats to be worn inside the building |
|------------------------------------------------------|-----------------------------------------|

## Scarves

|                          |                                    |
|--------------------------|------------------------------------|
| To be worn outdoors only | Not to be worn inside the building |
|--------------------------|------------------------------------|

## 4.2 Sports kit

### Polo shirt

|                                                 |                                             |
|-------------------------------------------------|---------------------------------------------|
| School polo shirt with appropriate house colour | Only available from the school uniform shop |
|-------------------------------------------------|---------------------------------------------|



Nansen



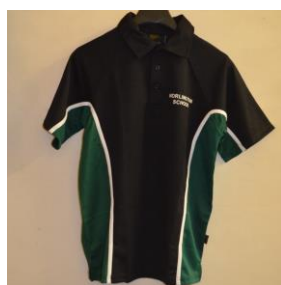
Schrodinger



Morrison



Dunant



Rutherford



Cassin

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**Black shorts**

|                        |                                                                                   |                                                                 |
|------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------|
| Any plain black shorts |  | Can be purchased from any high street retailers or supermarket. |
|------------------------|-----------------------------------------------------------------------------------|-----------------------------------------------------------------|

**Football socks**

|                                 |                                                                 |
|---------------------------------|-----------------------------------------------------------------|
| Any plain black knee-high socks | Can be purchased from any high street retailers or supermarket. |
|---------------------------------|-----------------------------------------------------------------|


**Trainers**

|                                 |                                    |
|---------------------------------|------------------------------------|
| Any suitable trainers for sport | Not to be worn inside the building |
|---------------------------------|------------------------------------|

**Tracksuit top**

|                                                  |                                                                                    |                                             |
|--------------------------------------------------|------------------------------------------------------------------------------------|---------------------------------------------|
| Black tracksuit top with embroidered school logo |  | Only available from the school uniform shop |
|--------------------------------------------------|------------------------------------------------------------------------------------|---------------------------------------------|

**Tracksuit bottom**

|                                                                                                                                     |                                                                                     |                                                                                                     |
|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|
| Plain black tracksuit bottoms<br>Track suit bottoms with the school logo embroidered can be purchased from the school uniform shop. |  | Track suit bottoms are optional and can be purchased from any high street retailers or supermarket. |
|-------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------|

**4.3 Exemptions**

Norlington School and 6<sup>th</sup> Form recognises that some students may have genuine medical grounds for requesting an exemption from part of the uniform, In such a case, please contact your son's Head of Year.

Norlington School and 6<sup>th</sup> Form are the official outfitters for all items of the uniform and sports kit, that has a logo. Payments can be made via ParentPay or debit card.

#### **4. PERSONAL APPEARANCE**

Students are not allowed to wear hats, scarves or coats inside the school building, unless it is due to religious reasons.

##### **Headwear and religious clothing**

- Religious headwear may be worn
- Baseball caps and bandanas are not permitted as every day school uniform on the school premises

##### **Hair**

- Shaved lines in hair and eyebrows are not permitted

##### **Jewellery/ Piercings**

- Students may not wear any jewellery except for one small watch only
- Students are allowed to wear one pair of small stud earrings

#### **5. EXPECTATIONS FROM OUR COMMUNITY**

##### **5.1 Students**

Students are expected to wear the correct uniform at all times (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)

Students are also expected to contact Heads of School if they want to request an amendment to the uniform policy in relation to their protected characteristics.

##### **6.2 Parents/ 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 Heads of School 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 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.

### **6.3 Staff**

Staff will closely monitor students to make sure they are in correct uniform. They will give any students and families, breaching the uniform policy, the opportunity to comply, but will follow up with Heads of Year if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Heads of School.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### **6.4 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
- Considers the views of parents and students
- Offers a uniform that is appropriate, practical and safe for all students

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.

## **7 MONITORING ARRANGEMENTS**

This policy will be reviewed every 2 years by the Vice Principal. At every review, it will be approved by the full governing board.

Appendix 1: School shoes

| Acceptable                                                                        | Not acceptable                                                                      |
|-----------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
|  |  |