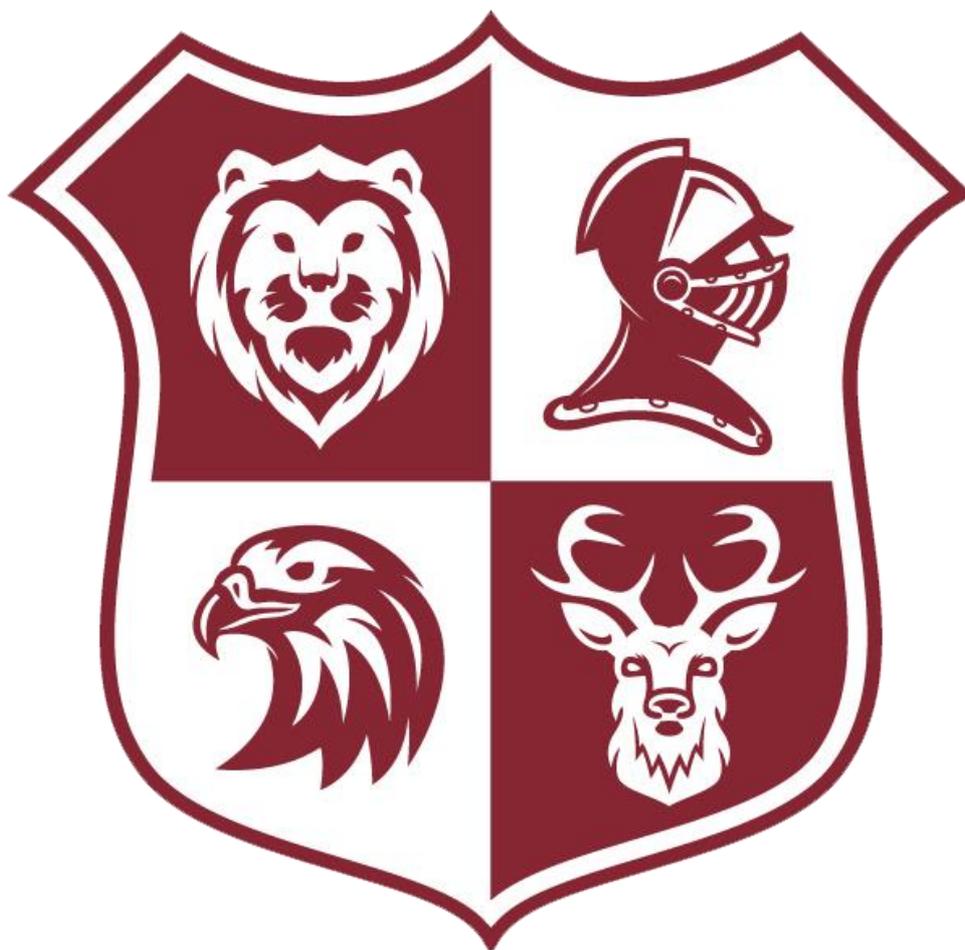


Noadswood School uniform policy



Approved by:

Daniel Rowling
Assistant Headteacher

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January 2022

Next review due by:

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1. Aims

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 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)
- › 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 Daniel Rowling 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
- › 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: for example, by only asking students to choose to wear either a blazer or jumper that features the school logo
- › Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- › Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- › 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 leveller
- › Avoiding different uniform requirements for different year/class/house groups
- › Avoiding different uniform requirements for extra-curricular activities
- › Considering alternative methods for signalling 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 minimizing 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

4. Expectations for school uniform

4.1 Our school's uniform



Black v-neck jumper with Noadswood logo and/or black Noadswood blazer

All students have the option to wear **either/or** the black v-neck jumper with Noadswood logo, or a black blazer with the Noadswood logo on the pocket. Students may also choose to wear both the jumper and blazer. No hoodies or zip up jumpers to be worn.

Plain white shirt

Plain white shirt with a collar and either short or long sleeved. No t-shirts.

Tie

Noadswood school tie with the coloured stripes of your House (prefects may wear the Noadswood prefect tie)

Black trousers

Plain black, tailored, loose fitting trousers. No jeans, skinny trousers or corded type trousers.

Skirt

If you choose to wear a skirt, we ask that all Year 7 wear the Noadswood school skirt. This is available from Skoolkit and is embroidered with the Noadswood badge. For students in years 8–11, we know that you may already have a school skirt. We ask that when you replace this skirt, you do so with the Noadswood skirt embroidered with the badge as above. All skirts should be black and knee length. Skirts should not be rolled up at any time.

Shorts

Black tailored shorts can be worn until the October 1/2 term and after Easter.

Socks

Socks must be a plain, dark in colour and a matching pair, to be worn below the knee and not over tights. Tights must be plain in black with no patterns.

Shoes

Shoes are permitted only if they are **completely black**, including the soles, logo, laces and trim. Shoes should be in a leather type finish, not canvas/plimsoll material.

Our preference is that shoes should fully enclose the foot (no sandals, flip flops, open toes or backless styles allowed for health and safety reasons). Footwear should not be a boot, platform style or have a high heel.

If there is a medical reason as to why a student is unable to wear school shoes, parents must contact your child's Year Leader, giving the reason and the expected date on which their child will be back in full uniform. If you require financial support please to contact our Pastoral Team.

Examples that are ok



Examples that are not ok



Outer coat

Coats to be worn on top of the school blazer. No denim jackets, leather coats or sport jumpers / hoodies.

PE Specific Uniform

All years: school rugby shirt, plain black shorts, knee-length red socks, white socks and training shoes. Years 7, 8 and 9: plain white t-shirt or white polo shirt with the Noadswood badge. Years 10 and 11: black polo shirt with Noadswood badge. The infographic below will hopefully help with regards to the footwear for PE. We ask parents to purchase boots that are suitable for our astro AND field. Please use the image below as a visual reference.



Jewellery

No jewellery other than a pair of small stud earrings in the ear. Hoop earrings, 'drop' earrings, necklaces and bracelets are not permitted for health and safety reasons. Where a student has a piercing not in line with the school policy, they will be expected to remove it or wear a small clear plastic retainer. A wrist watch or medical alert can be worn. No other piercings are permitted.

Make-up

Discreet make-up may be worn by students in Year 10 and 11 only. Nail varnish and acrylic nails should not be worn by any student.

Hair

Students are expected to maintain their hair at a suitable length and style i.e. no shorter than grade 2 and no tramlines. If hair is dyed, colours should be restricted to those found in natural hair.

4.2 Where to purchase it

- › Parents and carers can obtain the branded uniform from Skoolkit, or choose to purchase items from 'high-street' retailers and iron on badges that you can collect free of charge from Noadswood School
- › Second-hand uniform will be available through the following schemes:
 - Parent Staff Association (PSA) will arrange second-hand uniform sales, items can be bought at a voluntary contribution
 - Noadswood are also happy to facilitate exchanging of uniform items that no longer fit, this can be arranged by contacting students relevant year leaders
 - If you need any support to purchase an item parents / carers can email finance@noadswood.hants.sch.uk for assistance in this matter

5. Expectations for our school community

5.1 Pupils

Pupils 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)

Pupils are also expected to contact Assistant Headteacher Daniel Rowling if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 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 Assistant Headteacher Daniel Rowling 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.

5.3 Staff

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.

Ongoing breaches of our uniform policy will be dealt with by our school in line with our behaviour policy.

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.

5.4 Trustees

The board of trustees 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.

6. Monitoring arrangements

This policy will be reviewed annually by Daniel Rowling. At every review, it will be approved by the full board of Trustees.

7. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy