Policy: Uniform Policy

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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 age, sex, disability, race, religion or belief, pregnancy and maternity, 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 gender identity
- 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 a way that is appropriate for school and makes them feel most comfortable
- 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 Sarah Wilson (Principal) – sarah.wilson@nla.eastern-mat.co.uk - 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 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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 where possible
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items
- 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
- 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, pupils, staff and the Academy Committee 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

School uniform

- Grey, black or navy skirt, skort, shorts, pinafore dress or trousers
    - All skirts worn to school must be at least knee length
- Blue/white checked/gingham dress
- White cotton blouse/shirt or white polo shirt
- Nelson Academy logoed school jumper/cardigan/fleece
- Plain black shoes/trainers (trainers should be without air bubbles and have no or little brand marking)
    - Sandals, heeled and open-toed footwear are not safe for school and therefore, we ask that they are not worn to school including on dress up/dress down days
- A hat, preferably one that covers the neck when the weather is hot/UV is high

- A coat is required in colder weather and on wet days to enable pupils to play outside

PE Clothing

- White or green Nelson Academy logoed T-shirt, or plain white or green T-shirt
- Nelson Academy logoed school jumper/fleece (no hoodies)
- Black shorts (no short cycling shorts i.e. Nike Pro)
    - Gymnastics – Loose fitting shorts must be worn, however a pair of cycling shorts can be worn under loose fitting shorts
- Black or Navy tracksuit/jogging bottoms/leggings (plain, non-patterned, with no or little brand marking i.e. without three stripes down the side)
- Any sports trainers that are suitable for active lessons and being outside, and that will keep the pupils' feet suitably dry. No studs are allowed.
- Pupils are reminded to bring in a spare pair of socks if they wear tights to school.

Outdoor Games Clothing - an additional pair of socks is recommended as these can become wet and often need to be changed. Pupils can wear additional layers under their uniform where needed. PE will take place as planned unless there is heavy rain or the temperature is close to zero.

Please note that football boots including studs can only be worn for football and rugby after-school clubs but not for PE lessons in school time.

PE Days

The school will continue to ask pupils to attend school in their PE kit on their PE day. This decision has been made to ensure that our pupils are active for as long as possible. Pupils need to be wearing PE clothes as specified above.

For those attending an afterschool sports club, they should wear normal uniform and change at the end of the school day.

Swimming

Appropriate clothing; a one-piece swimsuit or shorts/trunks should be worn during swimming lessons. Pupils with long hair need to wear a swimming hat. Pupils may also wear a rash shirt and goggles if they prefer, so long as these do not interfere with their instruction.

Jewellery

It is hazardous to wear jewellery in school, please do not send your child to school with necklaces, bracelets, rings or earrings.

The only exception will be a single small plain stud in each ear. No other body piercings are permitted. We encourage parents, if they wish to have a child's ears pierced, to do this in the long summer holiday.

Earrings must be removed for PE activities and swimming. We cannot use tape to cover earrings, so pupils must either have their earrings removed before they come to school or they can remove them themselves before the lesson starts. Where earrings cannot be removed, pupils will participate in alternative activities as determined by staff following a risk assessment and in accordance with health and safety requirements.

Watches

Watches can be worn by pupils. However, these will be removed if a distraction and parents should consider the cost and likelihood of damage. Smart watches capable of communication, internet access or photography will be managed in line with the school's mobile phone and online safety procedures.

Hair

Long hair must be tied back including on dress up/dress down days to prevent the spread of head lice, and we expect all pupils to come to school with an appropriate hairstyle. Staff will provide pupils with hair bands to tie their hair up if required.

The school recognises that hair texture and protective hairstyles associated with race, ethnicity, culture or religion are an important part of a pupil's identity and will not be subject to discrimination.

Make Up and Nail Varnish

Make up and nail varnish should not be worn by pupils in school. Staff have appropriate resources available to remove make up and nail varnish if required.

School Provision

The school will loan uniform items for a day where pupils are not wearing the correct items.

In addition, the school can support Pupil Premium families where the purchasing of uniform may be difficult. Please speak to a member of the Senior Leadership Team or the office if you need any support.

Fashion and availability of items from the high street change rapidly, and therefore it is not possible to cater for every possibility within our policy. Decisions regarding items not specifically covered by this policy will be made by the Principal, taking into account the aims of this policy, affordability, safety, equality considerations and the best interests of pupils.

It would be advisable, when in doubt, for parents to contact the school before spending money on items which may not comply with our uniform policy.

The school cannot accept responsibility for valuables and jewellery brought to school by the pupils. Please remember to clearly label all bags, uniform and PE kits with your child's name.

4.2 Where to purchase it

- Parents and carers can obtain Nelson Academy logoed uniform from:

  Stratfords, Kings Lynn and online – Nelson Academy – Stratfords

  My Clothing, online – Nelson Academy – My Clothing

- All other items can be bought more widely e.g. from high-street retailers, supermarkets and online
- Second-hand uniform is available:
    - The Friends of Nelson Academy will arrange a second-hand uniform sale where uniform can be purchased for a donation
    - Please see the office staff where second-hand uniform can be purchased for a donation to the Friends of Nelson Academy

- Locally i.e. The Salvation Army

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 Sarah Wilson (Principal) – sarah.wilson@nla.eastern-mat.co.uk 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/carers are also expected to contact Sarah Wilson (Principal) – sarah.wilson@nla.eastern-mat.co.uk 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/carers 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/carers 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 Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by a member of the Senior Leadership Team.

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 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

- Takes into account the views of parents/carers 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 Sarah Wilson (Principal). At every review, it will be approved by the local Governing Body (Academy Committee).

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Mobile Phone Policy
- EMAT Complaints policy
- EMAT – E Safety Policy