



North Leamington
School

Uniform Policy

SEPTEMBER 2023

Approval and Review

This Policy is reviewed in discussion with staff and governors.

Effective from: September 2023

Approved by: Governing Body

Review date: September 2025

Review leader: Deputy Headteacher

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Introduction

Wearing school uniform is an integral part of our school community in promoting positive attitudes as well as high standards. High standards of personal appearance are expected of all students and these standards support the ethos of North Leamington School. We believe that our uniform represents the high standards of the school and as such we would like students to take pride in their presentation.

Aims and CORE purpose

1. Through our **CORE** purpose, NLS is committed to insisting on a high standard of personal appearance of all students and staff. Through our uniform and staff dress code we aim to:
 - Encourage students to take pride in their appearance and in the school - **Responsibility**
 - Encourage students to have a sense of pride in their community - **Excellence**
 - Enable a safe and secure environment in which students learn how to dress appropriately in preparation for life beyond school – **Opportunity**
 - Facilitate a sense of inclusion and equality - **Commitment**
 - Develop attitudes and behaviour that enables students to take an active and responsible role in the adult world - **Respect**
 - Protect students from social pressures to dress in a particular way – **Respect**
 - Ensure that students present the school in a positive way within the community – **Commitment**
 - Encourage individual responsibility for personal presentation as students move from compulsory to post-compulsory education – **Opportunity**
 - Ensure that the uniform enables students to be equipped for learning and students minimise risk of injury (mouth guard and shin pads) – **Responsibility**

In this way, the Uniform and Dress Code Policy contributes to the overall aims of the school. Note: The policy also applies to those school visits when uniform is to be worn and when travelling to and from school, it is important that students understand that they are representing the North Leamington School community.

Uniform: Years 7 to 11

2. It is the responsibility of all staff, parents/carers and students to ensure that students are dressed appropriately and in accordance with our policy.
3. Regulation items of uniform can be purchased from our supplier - Stitch-Tech Ltd., 7C Jenton Road, Sydenham Industrial Estate, Leamington Spa, CV31 1XS – (see school website for ordering details). If you purchase from other suppliers it is important that you stay within school uniform expected standards and buy the school logo to be attached to the blazer and skirt.
4. North Leamington School will take account of the school's legal duties under the Equality Act 2010 and the SEND Code of Practice (2014).

Regulation items of uniform

Uniform (Compulsory for years 7-11)
<ul style="list-style-type: none">• Black blazer with school logo• Black school trousers (no jean/denim trousers) or school skirt (just above the knee with logo visible at all times)• White school shirt, long or short sleeved and school tie or revere blouse (no tie required with revere style blouse)• Plain black or white socks or neutral/black tights (no patterns or frills, or socks over tights)• Plain black leather shoes (no boots, canvass shoes, pumps, trainers, high top shoes, open toes, sling backs or high heels canvas or trainer shoes with sports logo, no boots)
Optional items

<ul style="list-style-type: none"> • Navy school v-neck jumper or cardigan with logo • Navy ¼ zip long sleeve technical top • Gum shield, shin-pads and football/rugby studded boots may be required for some activities
NLS PE Kit (Compulsory)
<ul style="list-style-type: none"> • Navy/sky reversible rugby top with school logo or Navy/sky sports ¼ zip sweatshirt with logo • Navy/sky PE sports short sleeved polo top with logo • Navy/sky PE jogging bottoms or leggings, both with NLS print • Navy/sky PE sports shorts or skort • Navy/sky socks • Trainers suitable for sports hall and astro turf and different to school shoes

5. “Plain” is defined as being without embellishment, i.e. studs, additional zips, additional colours, logos etc.
6. Students may remove their jumper/cardigan or blazer with the permission of a member of staff during a lesson.
7. Jumpers/cardigans, if worn are not a replacement for the blazer and should be worn under the blazer.
8. We recommend that all uniform is identified with the owner’s name.

Jewellery, makeup and hairstyles

9. Excessive jewellery is not suitable wear for school and can be dangerous. Body piercing is not permitted due to health and safety risks. Discreet plain studs in the ears are permitted. If there are religious or family reasons for wearing an item of jewellery then permission must be sought from the Assistant Head Teacher of relevant Year group. Jewellery is the responsibility of the owner and is worn at the owner’s own risk. Fashion wrist bands and strings are not permitted.
10. Discreet plain studs in the ears are permitted but should be removed for PE.
11. Other visible body piercings are not permitted and the student will be expected to remove them, e.g. nose stud, tongue piercing, facial/eyebrow piercing.
12. Nail varnish, nail art and false nails are not permitted. Students will be asked to remove nail varnish and a reasonable period of time will be provided to remove false nails.
13. Natural, subtle and basic make-up may be worn No false eyelashes
14. Baseball caps are not permitted. Hats and scarves may be worn in inclement weather and must be removed when inside the building.
- ~~15.~~ Extreme hair colour and high fashion hairstyles are not permitted.

Cost of Uniform

We want to ensure that the cost of uniform is affordable for all families and does not lead to students feeling socially excluded or unable to afford other necessities. The school has a supply of second hand uniform items available. Parents/carers who are unable to provide their child with the required items of school uniform should contact their Year Leader. Such approaches will be handled with discretion and sensitivity.

Sixth Form Dress Code

Underpinning Values:

We expect our Sixth Form students to be able to make reasonable decisions on dress code. These decisions should reflect their understanding of:

1. A need to role-model for younger students
2. The need to show respect for others both in and outside our school community
3. The right to have an element of freedom of expression

While we reserve the right to challenge students when they do not meet the above considerations, students should largely exercise their judgement as young adults.

Guidance:

Working within these values (and to illustrate expectation), the following shows the general standard:

- No ripped or blue denim
- No hoodies
- No clothing which is either too tight, too flimsy or too short
- No tracksuit material or sports leggings (leggings under a skirt is acceptable)
- No explicit logos or political statements
- No extreme hairstyles
- No excessive jewellery (including piercings) or tattoos on display
- Sensible footwear
- No hats/caps

This guidance is rooted in staff, student and parent feedback.

There is a need for a standard and many work places assert this (if teachers arrived at a Parent Evening dressed for the beach, there would be concerns raised). This offers a suitable balance between the need of community and the rights of the individual without being too prescriptive.

Enforcement of the Uniform Policy

16. It is the responsibility of parents/carers to ensure that their child comes to school in the correct uniform (see the Home School Agreement – **Annex 3**). All staff are responsible for monitoring uniform and all staff are responsible for ensuring that students are correctly dressed in class and elsewhere on the school site.
17. In the event of repeated uniform infringements, parents will be contacted and the student will risk being sent home to change their uniform. In the case of jewellery and other accessories, the student will be asked to remove the item, which will be confiscated. A parent/carer may then need to come in to school to collect the item, in line with school policy.
18. The uniform policy applies to students participating in school activities within and beyond their timetabled lessons, on and off school site for example educational visits, unless otherwise stated.
19. The Headteacher is the final arbiter in all matters of uniform.

Issues Arising from the Policy

20. The Headteacher is the final arbiter of all uniform related issues. Requests to vary the uniform requirements for particular reasons, such as religious, SEND or medical needs, will always be sensitively considered.
21. Parents/carers and students should raise uniform issues firstly with their Form Tutor and then Assistant Head teacher in charge of the relevant Year group; they may also request that uniform matters, including proposals for change, be put onto the agenda of student cabinet meetings.

Monitoring and Evaluation

22. The School recognises the importance of value for money and good supply arrangements. The supplier's costs and quality of all items of uniform are reviewed annually to ensure that good quality clothing is provided at an affordable price and is available easily. Parents, carers, students and staff are consulted regularly, and no less frequently than every two years, on their views in these respects.
23. Parents and carers will be advised of any price, quality or supplier changes designed to maintain value for money and good supply.
24. The school also recognises the importance of stability in the Uniform Policy. Therefore, the policy will be reviewed bi-annually by Governors. Only in exceptional circumstances will the policy be reviewed after a shorter time interval.

Links to other policies:

Behaviour and Engagement Policy

Child Protection Policy

Equality and Diversity Policy