



North Leamington School

Uniform Policy

SEPTEMBER 2026

<u>Approval and Review</u>
This Policy is reviewed in discussion with staff and governors.
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Approved by: Governing Body
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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.

2. This policy sets out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for all parents and carers, along with clarifying our expectations for school uniform.

3. 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, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

4. To avoid discrimination, our school will:
 - Avoid listing uniform items based on sex
 - Make sure that our uniform costs the same for all students
 - Allow all students to have long hair, although we reserve the right to ask that long hair be tied back
 - Allow all students to style their hair in a way that is appropriate for school, and makes them feel most comfortable
 - Allow students to wear headscarves and/or other religious garments which are in accordance with appropriate dress
 - Allow students with sensory or physical needs to make reasonable adaptations to their uniform, depending on their specific needs in liaison with the SENDCO

- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to contact their child's Year Leader, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

Uniform: Years 7 to 11

5. It is the responsibility of all staff, parents/carers and students to ensure that students are dressed appropriately and in accordance with our policy.
6. Ongoing breaches of our uniform policy will be dealt with in line with our Behaviour and Engagement policy
7. 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.
8. From September 2026, schools are required to limit the number of compulsory branded items. This policy takes this guidance into account.
9. North Leamington School will take account of the school's legal duties under the Equality Act 2010 and the SEND Code of Practice (2014).

Overview of items of uniform

Uniform (Compulsory for years 7-11)
• Black blazer with school logo • Black school trousers (no jean/denim trousers, leggings, flared tight fitting or high fashion styles) • or school skirt (pleated style, just above the knee. No high fashion styles such as 'tube' skirts) • White school shirt, long or short sleeved or reverse blouse • School tie (no tie required with reverse 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
• Navy school v-neck jumper or cardigan with logo • Skirt may be worn with the addition of the school logo • Navy ¾ zip long sleeve technical top • Gum shield, shin-pads and football/rugby studded boots may be required for some activities
NLS PE Kit (Compulsory)
• Navy/sky reversible rugby top with school logo or Navy/sky sports ¾ 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

10. "Plain" is defined as being without embellishment, i.e. studs, additional zips, additional colours, logos etc.
11. Students may remove their jumper/cardigan or blazer with the permission of a member of staff during a lesson.
12. Jumpers/cardigans, if worn are not a replacement for the blazer and should be worn under the blazer.

13. We recommend that all uniform is identified with the owner's name.

Jewellery, makeup and hairstyles

14. 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.
15. Discreet plain studs in the ears are permitted but should be removed for PE.
16. 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.
17. 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.
18. Natural, subtle and basic make-up may be worn (Year 10-11 only). No false eyelashes
19. Baseball caps are not permitted. Hats and scarves may be worn in inclement weather and must be removed when inside the building.
20. Extreme hair colour and high fashion hairstyles are not permitted.

Cost of Uniform

21. 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 uniforms.
22. We understand that items with distinctive characteristics (such as branded items, or items that need to have a school logo attached or be in a unique fabric or style) cannot be purchased from a wide range of retailers, and that requiring many such items limits parents/carers' ability to shop around for the best price.
23. We will therefore make sure our uniform:
 - Is available at a reasonable cost
 - Provides the best value for money for parents and carers
24. We will do this by:
 - Following the statutory limits for compulsory branded items of uniform and PE kit to a maximum of 4 or fewer, if 1 item is a tie
 - Carefully considering whether any items with distinctive characteristics are necessary, and limiting these items where possible, for example, by only asking that the blazer, worn over an optional jumper/cardigan, features the school logo
 - Limiting compulsory branded items to low-cost and/or long-lasting items If your school has ties as part of its uniform, insert: such as ties
 - Considering cheaper alternatives to compulsory 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 such as coats, bags and shoes/trainers that pupils could also wear on non-school days.
 - Avoiding different uniform requirements for different year/class/house groups
 - Avoiding different uniform requirements for extra-curricular activities including (but not limited to) sport, music and drama
 - Avoiding requiring different branded items for particular times of the year, such as a branded dress in summer and a branded skirt in winter
 - Considering alternative approaches, including loaning compulsory branded items such as sports kit for competitions

- Making sure that opportunities to acquire second-hand items in a timely manner are accessible to parents and carers of both current and prospective pupils, and publishing this information on our website
- 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 uniform in line with the school's complaints policy
- Avoiding single-supplier contracts, to make sure generic items can be purchased from a range of retailers
- Continuing to review this policy, to ensure the cost of our uniform is reasonable and provides the best value for money

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. 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, we will work with parents to address this. We will contact parents and take steps to amend the uniform infringement. In the case of jewellery and other accessories, the student may 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 regularly to ensure that good quality clothing is provided at an affordable price and is available easily.

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:

SEND Policy

Behaviour and Engagement Policy

Safeguarding and Child Protection Policy

Equality and Diversity Policy