



NOTTINGHAM
FREE SCHOOL

Uniform Standards

Nottingham Free School



Approved by: TSB

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Introduction

Our mission is to create transformational schools that belong to their communities and where all pupils and staff achieve more than they thought possible. Our uniform expectations directly match to this; we have incredibly ambitious standards. The uniform is designed to be a visual representation of the school culture, it effectively supports a safe and purposeful climate for learning. Our expectation is that all children and young people will adhere to our high standards of uniform at all times. Our schools will always present uniform policy as not being gender specific.

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1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is at a 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 in relation to a Health and Safety requirement)
- 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 **Mr Bee, Assistant Headteacher**, by **Telephone: 0115 8964949** or **Email: contact@nottinghamfreeschool.co.uk** 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, this is demonstrated in the costing grid Appendix 1
- 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 the number of items with distinctive characteristics where possible. The only compulsory items to be purchased which are branded with the NFS logo are;
 - Blazer
 - Tie
 - PE hoodie
 - PE poloshirt
- We limit items with distinctive characteristics to low-cost or long-lasting items, our ties are an example of this
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling 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 minimising 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
- Parents experiencing financial hardship should contact **Finance Officer, Mrs Jennifer Tomasevic**, by either telephoning **0115 8964949** or emailing: contact@nottinghamfreeschool.co.uk who will be able to discuss the options that could be available

4. Expectations for school uniform

The Trust requires all students to always wear the correct uniform (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)

School staff are expected to ensure that the exacting standards of uniform are always maintained.

4.1 Secondary School

We regard the uniform as a practical, distinguishing feature that helps pupils to feel part of the school and gives a formal appearance. It is the expectation of the Trust that all pupils wear the uniform based on the principles set out below. Pupils are expected to contact **Mr Bee, Assistant Headteacher** if they want to request an amendment to the uniform policy in relation to their protected characteristics.

The Trust requires all pupils to always wear the correct uniform as a minimum this is (other than specified non-school uniform days):

- Blazer with school badge to be always worn properly when moving around the school. (unless permission is given by the Head Teacher in times of extreme heat) Blazers can be removed in lessons and placed on the back of chairs.
- School tie (correctly worn)
- Black or grey skirt (Knee length) pleated not tight-fitting stretchy tube skirts, knee high socks are not to be worn with skirts
- Black trousers these should be properly tailored cloth trousers, no leggings, jeggings or cropped trousers
- Black shoes (heels must not be over 2 inches in height) no trainers allowed.
- A white shirt with collar (not a polo shirt)
- A V-necked jumper (optional)

In addition to the above guidelines the following principles should also be adhered to as a minimum standard. Schools have local autonomy to strengthen these requirements if they feel it would benefit their communities:

- Pupils should change into the schools designated PE kit when undertaking PE lessons. Trainers only need to be brought into school for use in PE or for Sports activities





- Pupils should not wear jewellery except for a watch and one small stud or sleeper per ear (no other body studs to be worn) no facial piercings
- Hairstyles should be neat and presentable – natural hair colours only
- Hats must not be worn in and around the school buildings
- No denim should be worn in school
- Shirts must be always tucked in
- Make-up should be minimal and natural; staff have the right to challenge inappropriate or overtly obvious make up applications. Make-up includes nails (colour and length), eyelashes, eyebrows, and foundation – this list is not exhaustive.

4.2 Post-16

As senior members of the student body, Post-16 students are not expected to wear a uniform unless specifically stated in the individual school dress code. As a rule, however, the Trust suggests students should be dressed in a manner that would be suitable for office work.

4.3 Our school's uniform – The Specifics


Compulsory items that must be purchased from Just Schoolwear <https://just-schoolwear.co.uk/school/nottingham-free-school/>





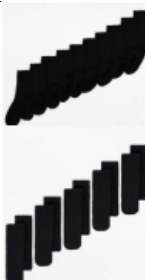
Blazer	Tie
	
Just-Schoolwear NFS blazer	Just-Schoolwear NFS Tie
PE Hoodie	PE Polo Shirt
	
Just-Schoolwear NFS PE Hoodie	Just-Schoolwear NFS PE polo shirt



Optional items that may be purchased from Just Schoolwear <https://just-schoolwear.co.uk/school/nottingham-free-school/>

Trousers	Skirt
	
Just-Schoolwear NFS Trouser	Just-Schoolwear NFS Skirt
Tracksuit Bottoms/Leggings	Jumper
	
Just-Schoolwear NFS Joggers/Leggings	Just-Schoolwear NFS V Neck Jumper
Shorts	Skort
	
Just-Schoolwear NFS PE Shorts	Just-Schoolwear NFS PE Skort

Items that can be purchased from any supplier, providing they meet our uniform requirements



Item	Example	Uniform Requirements	Link to suitable examples
Shirt		<p>Formal style, plain white shirt with a stiffened collar with long or short sleeves</p> <p><u>Please note:</u></p> <ul style="list-style-type: none"> Shirts must be long enough to allow them to always be tucked into the student's waistband Fitted blouses are not allowed 	<p>ASDA long sleeve and short sleeve shirts</p> <p>Marks & Spencer's long and short sleeve shirts</p>







Skirt		Formal cute, wide pleated, plain black skirt <u>Please note:</u> <ul style="list-style-type: none"> • Pencil style/tight fitting/stretch material skirts are not permitted • Hems should be no more than 5cm above the student's knee • If a belt is required, it should be black, plain and narrow with a discreet buckle 	Just-Schoolwear Marks & Spencer's pleated skirt ASDA pleated skirt
Trousers		Formal cut, plain, black trousers <u>Please note:</u> <ul style="list-style-type: none"> • Trousers should be full-length (touch the top of the student's shoes) • Excessively flared or narrow/tightfitting trousers are not permitted • Low-rise, trousers are not permitted • Denim/jean or chino trousers are not permitted • If a belt is required, it should be black, plain and narrow with a discreet buckle 	Just-Schoolwear Marks & Spencer's trousers
Jumper		Plain grey, V-neck, knitted jumper <u>Please note:</u> <ul style="list-style-type: none"> • Jumpers are not to be worn instead of the school blazer, but can be worn underneath the blazer for additional warmth • Jumpers are an optional additional item of uniform • Sweatshirt material garments and hoodies are not permitted 	Just-Schoolwear Marks & Spencer's school uniform jumper NEXT school uniform jumper
Shoes		Plain black leather/faux leather: lace-up, Velcro or slip-on shoes in a formal style <u>Please note:</u> <ul style="list-style-type: none"> • Boots, fabric/pump style shoes or trainers are not allowed. • Shoes with buckles, studs and logos are not allowed • Heels of no more than 2.5cm • If non-regulation shoes are worn to school, a suitable pair of footwear will be issued on loan 	Marks & Spencer's school shoes
Socks and tights		Plain black ankle socks or tights	ASDA plain black ankle socks ASDA Black Tights

Coat		Raincoat, duffel, padded or anorak <u>Please note:</u> <ul style="list-style-type: none"> • Coats must be removed when entering the school building and to be placed in lockers • Denim and leather jackets are not permitted 	ASDA black padded fleece lined short coat
Hat		Plain beanie hats may be worn outdoors, for warmth when cold <u>Please note:</u> <ul style="list-style-type: none"> • No hats or hoods are permitted to be worn within school buildings • Baseball caps are not permitted 	Marks & Spencer's beanie hat



PE Kit

- All students are expected to bring an appropriate kit to all PE/Games lessons.
- If a student does not have the appropriate PE kit for their lesson, they will be provided with clean garments to allow them to participate
- All students will also require a carrying bag for their Sports kit.
- A plastic bag is recommended for carrying dirty football boots.
- All students with long hair will require a hair bobble to tie their hair up for PE/Games lessons.
- All stud earrings must be removed for PE lessons, even if the piercing is still healing.

Item	Image	School Expectations	Other recommended suppliers
Shorts		Plain black football or rugby shorts <u>Please note:</u> <ul style="list-style-type: none"> • Cycling shorts are permitted, excluding Nike pro and other hot pant styles • Discrete brand logos are allowed (not full length down the leg) 	ASDA black PE shorts
Tracksuit bottoms		Plain black and full-length tracksuit bottoms <u>Please note:</u> <ul style="list-style-type: none"> • Discrete brand logo allowed (not full length down the leg) • No Joggers (thick cotton materials) 	Sports Direct Tracksuit Bottoms
Sports leggings		Plain black and full-length black sports leggings	Just-Schoolwear

		<p><u>Please note:</u></p> <ul style="list-style-type: none"> Discrete brand logo allowed (not full length down the leg) No casual leggings or see-through mesh on leggings 	<p>Marks & Spencer's PE leggings</p> <p>Sports Direct leggings</p>
Footwear		<p>Trainers (non-marking soles)</p> <p><u>Please note:</u></p> <ul style="list-style-type: none"> Studded football boots are NOT required 	Sports Direct Trainers
PE socks and shin pads	 	<p>Royal blue football socks</p> <p>White ankle socks</p> <p>Shin pads (COMPULSORY for health and safety)</p>	<p>Just-Schoolwear</p> <p>Sports Direct Football Socks</p> <p>Sports Direct shins pads</p>
Other recommended items	 	<p>Grey/black 'skin' top</p> <p>Mouth guard</p>	<p>Sports Direct base layer</p> <p>Sports Direct mouth guard</p>

Jewellery and Make-Up

Item	Example	Uniform Requirements	Link to suitable examples
Jewellery	 	<p>Students may wear a watch</p> <p>Students may wear a plain pair of gold/silver stud earrings</p> <p><u>Please note:</u></p> <ul style="list-style-type: none"> No smart watches No other jewellery is permitted If students do have any other body piercings, these must be removed during the school day (plasters cannot be worn to cover body piercings) 	<p>Watch</p> <p>Gold stud earrings</p>
Hair and make-up	Not applicable	<p>Any hair colouring must be within a natural colour range</p> <p>Headscarf or turbans (for religious reasons) – plain black or light grey</p>	

		<p>Light foundation will be permitted to disguise skin complaints</p> <p><u>Please note:</u></p> <ul style="list-style-type: none"> • With the exception of religious, cultural or medical reasons, hair should be styled appropriately to a formal learning environment (speak to your child's tutor if you have questions) • No shaved wording or patterns on the scalp • No painted or fake nails • No false eye lashes 	Not applicable
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4.4 Where to purchase it

- Branded uniform items must be purchased from <https://just-schoolwear.co.uk/school/nottingham-free-school/>
- Non-branded items can be purchased more widely from 'high-street' retailers, such as Marks & Spencer, ASDA, Next, etc.
- We hold a stock of pre-loved uniform that is available to parents upon request or at advertised second hand uniform sales held within school for a voluntary contribution.

5. Expectations for our school community

5.1 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 **Mr Bee, Assistant Headteacher**, by **Telephone: 01158964949** or **Email: contact@nottinghamfreeschool.co.uk** if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

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. Staff

Staff will closely monitor pupils to make sure they are in correct uniform. If a pupil arrives in the wrong uniform schools will work with the pupil and the family to resolve these

issues immediately. This may include isolating the pupil until the uniform issues have been resolved. Non-compliance will result in an escalation of sanctions.

Breaches of our uniform policy which includes shirts being untucked will be sanctioned by receiving an R20 after school detention.

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. It is expected that schools will hold a stock of uniform.

7. Governors

The governing body 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.

8. Links to other policies

This policy is linked to our:

- Behaviour policy
- Safeguarding policy
- Educational Trips and Visits
- Anti-bullying policy
- Complaints policy

Appendix 1: Average cost of uniform per pupil

UNIFORM ITEM	BRANDED ?	COST PER ITEM (£)	NUMBER OF ITEMS PER PUPIL	TOTAL COST (£)
Blazer	Yes	£33.50-£39.60	1	£33.50-£39.60
Tie	Yes	£5.95	1	£5.95
Skirt	Optional	ASDA pack of 2 - £12-£21.95	1	£12-£21.95
Boys Trousers	Optional	M&S pack of 2 - £14-£20.95	2	£14-£20.95
Girls Trousers	Optional	M&S pack of 2 - £14-£21.50	2	£14-£21.50
Jumper (Optional)	No	Next - £12-£20.95	1	£12-£20.95
Shirt	No	ASDA – Pack of 2 from £3.50	5	£10.50-£19.50
PE polo shirt	Yes	£15.20-£17.80	1	£15.20-£17.80
PE hoodie	Yes	£17.95-£20.95	1	£17.95-£20.95
Black shoes	No	M&S - £37.00	1	
Boys black ankle socks	No	ASDA – Pack of 7	7	£4.00
Girls black tights	No	Asda – Pack of 5 - £6.50	5	£6.50

Total cost for girls and boys – even though the policy doesn't list items by sex, we have still considered the different cost implications for pupils based on sex. Additional costs due to religious beliefs has also been considered.

TOTAL COST (GIRLS)	£152.60 - £189.75
TOTAL COST (BOYS)	£150.10 - £186.70
ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)	£7.00 – Girls Grey Hijab