



# Norwich Road Academy

## Uniform Policy

Date of policy	September 2024
Member of staff responsible	J. Miles
Review Date	September 2026

## **Norwich Road Academy requires all pupils to wear uniform and that their uniform reflects this policy.**

We believe that a smart appearance encourages positive self-esteem and enables children to 'Be Proud'. This is important to us. We wish to prepare our young people for a successful life, at high school and beyond, into the world of employment.

### **Our Intent**

Good standards of dress and personal presentation help children to feel included, supports the ethos of our school, and promotes a positive attitude to work and behaviour. Uniform identifies pupils to the local community as proud members of a school with high standards.

The cooperation of all parents and carers is crucial in ensuring that children are always in correct uniform, and that they are successful in school.

### **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.

To explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010.

To clarify our expectations for school uniform.

### **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.
- 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
- Allow pupils to request changes to swimwear ie. for religious reasons.
- Allow pupils to wear headscarves (though we request that these are practical and supportive to learning.
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.

### **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
- Considering cheaper alternatives to school-branded items, as long as this doesn't compromise quality and durability
- Keeping the number of optional branded items to a minimum
- Avoiding different uniform requirements for different 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 and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

### **Expectations for uniform**

These expectations are in place across Norwich Road Academy, from Nursery to Year 6.

- White collared shirt\*
- Norwich Road Academy red and gold tie
- Red V-necked sweatshirt, cardigan or fleece
- Black trousers, black tailored shorts, skirt or pinafore dress
- Black shoes (open toed shoes or sandals may not be worn)
- Red summer checked dress.

Trainers should not be worn unless it is a scheduled PE day, and they are part of the PE uniform.

Uniform should fit well and maintain the dignity of the wearer, for example, trousers should fit well around the waist and allow enough movement to sit. Skirts should not be of a length where the privacy of the wearer is compromised

\*Nursery, Reception, Year 1 and Year 2 only: children may also wear a white polo shirt without a tie.

Logoed items, such as jumpers and cardigans are available from [www.pmgschoolwear.co.uk](http://www.pmgschoolwear.co.uk).

Ties are available from our academy office. Payment is to be made via Scopay.

### **PE uniform**

Pupils are able to wear their PE uniform on the days timetabled for PE. The PE uniform includes:

- A logoed or plain white polo shirt, or T-shirt

- Black shorts. Not gym or 'hot' pants
- A plain black track suit, joggers, hoody or zip up
- Trainers. Ideally, these should be black.

We do not insist on clothing having the embroidered academy's logo but request that PE uniform is plain and matching of the school colours. Branded sports clothing and that with large visuals is not permitted.

If a child attends Key Stage 2 football club, it is requested that they wear shin pads for safety reasons. They may wear their own football kit when attending.

Earring should be removed for PE. It is against health and safety guidance to tape over earrings.

We have Norwich Road logoed PE hoodies, polo shirts, fleeces and waterproof jackets available from [www.pmgsschoolwear.co.uk](http://www.pmgsschoolwear.co.uk).

### **Footwear**

For health and safety reasons we do not allow pupils to wear shoes with platform soles, sandals, high heels or 'heelies'. All pupils should wear flat and plain black shoes. If boots are worn, these should be flat and plain black. Footwear should be safe to play in. If we have a concern about footwear, we will contact parents/carers.

### **Jewellery, hair, make up and nail varnish**

For health and safety reasons, we do not allow pupils to wear jewellery. One pair of stud earrings are allowed, and these should be removed for PE. Pupils are able to wear a watch but this must not be a 'smart watch' or have access to the internet.

No accessories should be worn around the neck, wrists or ankles or attached to clothes. Badges allocated by the school to designate a responsibility or to reward an achievement are permitted. Pupils are actively encouraged to wear these.

Make up is not permitted. This includes nail varnish and false nails.

Hair accessories should be discrete. Extreme hairstyles and colours are not permitted. We encourage parents to liaise with us when making decisions so that we can work together.

### **The role of parents and carers**

Parents and carers are expected to prepare their child for school and to make sure they have the correct uniform and PE kit, and that every item:

- Reflects the uniform policy
- Is clean
- Is clearly labelled with the child's name
- Fits appropriately
- Is in good condition.

Parents and carers are also expected to contact the Principal if they want to request an amendment to the uniform policy in relation to their child's protected characteristics or the cost of the uniform.

If it has been noted that there is an issue with a child's uniform, we will contact the parent or carer to discuss this.

Norwich Road Academy will always endeavour to work closely with parents/carers to arrive at a mutually acceptable outcome. We can sign post to organisations that can support with the supplying of uniform and can consider adaptations in line with individual identified need.

## **Staff**

Staff will closely monitor pupils to make sure that they are in correct uniform. They will highlight a concern and 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. This may also be dealt with through the Positive Behaviour Policy.

Parents or carers may be invited to a meeting to address concerns. The aim of this will be to find a solution that supports the child within the ethos of the school. 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 and signpost to organisations which can help. Thetford 'Grow Kids' offers this support.

The leadership team of Norwich Road Academy will retain the right to make the final decision regarding what is acceptable within the uniform policy. The policy intent will guide any decisions made.

## **The wearing of the hijab**

Our uniform policy supports the inclusion of all pupils and is applicable to all who attend. Should a parent or carer wish their child to wear a hijab The hijab should:

- be of plain colour to match the colour/s of the uniform
- be ready sewn and short in length. It should not cover the tie, for example
- not hinder or restrict participation in practical subjects, such as Physical Education or Design Technology
- not contain pins or other adornments.

The wearing of a full veil is not compatible with our policy or supportive to a child's learning.

## **Pupils with Special Educational Needs or Disability (SEND)**

Occasionally uniform expectations may need to be adapted to accommodate the identified needs for individual pupils. This may be due to a physical need or a sensory issue. If a parent or carer feels that an adaptation may be needed for their children, they could contact the SENCo to make an appointment to discuss this.

## **Local Governance**

The Academy Committee will review this policy and make sure that it is:

- appropriate for the school's context

- is implemented fairly
- Takes account of the views of stakeholders
- Offers a uniform that is safe, practical and appropriate.

**Links to other policies**

Positive Behaviour policy

Equality information and objectives statement

Anti-bullying policy

Complaints policy