



NORBURY HIGH SCHOOL *for* GIRLS

School uniform policy

Review date: July 2024

Next review date: July 2025

Staff resp. for review: CRO



Empowerment



Equality



Empathy



Excellence

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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 self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we 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 wear headscarves and/or other religious garments - plain black in the winter and plain black or white in the summer
- 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 the relevant Head of Year, 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 value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- 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 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

4. Expectations for school uniform

4.1 Our school's uniform

Key Stage 3 & Key Stage 4

Uniform List			
1.	Skirt Black pleated style at or just below knee length (not skin-tight)	OR	Trousers Black formal, classic full length (not skin-tight)

2.	Blouse Plain, white, reverse-neck style. short or long sleeved A plain white short sleeved t-shirt may be worn under blouse, no long sleeve t-shirts are permitted to be worn under blouse		
3.	Jumper (Years 7/8/9) Scarlet V-neck with NHSG logo (not sweatshirt)	OR	Cardigan (Years 7/8/9) Scarlet V-neck with NHSG logo
4.	Jumper (Years 10/11) Black V-neck with NHSG logo (not sweatshirt)	OR	Cardigan (Years 10/11) Black V-neck with NHSG logo
5.	Outdoor Coat Plain black or plain red or plain white. No decoration except reflective strips for road safety. No suede, leather, fur, denim or sweatshirt/hoodie or cardigan Blazers must be worn by Years 7 to 11		
6.	Socks Plain white or black, ankle or knee length. Socks may not be worn with tights. (sports socks not permitted)	OR	Tights Plain neutral colour or plain black NOT leggings or footless tights.
7.	Shoes Plain(flat-heeled and polishable) black and sensible style. NOT high heels, platform soles, stilettos, backless or open-toed, trainers. Heels to be no higher than 4cms measured at the back of the shoe. No converse, Uggs or similar.	OR	Boots Must be smart, polishable and flat-heeled and may be worn under trousers ONLY . No converse, Uggs or similar.
8.	Lanyards and ID badges Must be worn at all times Issued by the school in the first instance, (replacements will be chargeable)		
P.E Uniform			
1	Official School black t-shirt with NHSG logo	2.	Official school tracksuit top with NHSG logo
3.	Official School tracksuit trousers with NHSG logo Official School shorts with NHSG logo		
4.	Any colour lace-up trainers that are appropriate for sport. No Plimsolls, vans, converse or air forces	5.	Socks black or white

PLEASE NOTE THAT THE SCHOOL ACCEPTS NO RESPONSIBILITY FOR MONEY OR PERSONAL PROPERTY

Key Stage 5

Post 16 students do not have a uniform but their specific dress code can be found on our website.

4.2 Where to purchase it

Our uniform is available to purchase from [Bubbligum Schoolwear](#):

- Information about second-hand uniform:
 - The school arranges a second-hand uniform sale at certain school events throughout the year, please contact your child's form tutor if you would like information regarding the second-hand uniform sale.

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 The Pastoral Deputy Headteacher 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 The Pastoral Deputy Headteacher 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 the correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by the Pastoral team and sanctions may be given in line with the schools behaviour policy.

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.

6. Monitoring arrangements

This policy will be reviewed annually by The Deputy Headteacher Pastoral. At every review, it will be approved by the full Governing board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy