



L.E.A.D. Academy Trust
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NOEL-BAKER ACADEMY

Uniform Policy

Policy/Procedure management log

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1. Aims

Noel-Baker Academy is committed to:

- promoting equality in line with our legal duties under the Equality Act 2010
- ensuring value for money for parents and carers
- ensuring that no pupil is discriminated against due to their religion or belief, economic circumstances or social and cultural background
- developing our pupils sense of belonging to our school.

We believe that wearing a smart and practical uniform allows all children, regardless of their backgrounds, to feel equal to their peers and confident in their appearance. It is important for children to wear clothing that is conducive to a successful learning environment, including activity-appropriate clothing, such as sports attire.

2. Our Academy'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 academy 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)
- 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 pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mr Greenhough via his PA at debbiebroadhurst@noelbakeracademy.co.uk, who can answer questions about the policy and respond to any requests

3. Limiting the Cost of School Uniform

Noel-Baker Academy 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
- 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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- 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 academy'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 thereby 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

3.1 Free Service to Buy and Sell Used School Uniform Our Academy Uniform

There is a service that parents may wish to use called “Grown out of It” which can be found at

<https://www.grownoutofit.co.uk/> This is a website where parents can buy and sell used uniform without being charged.

There is a page specifically for Noel-Baker. The service is not linked to school in any way, and we are not responsible for how it performs, but parents might want to make use of a cost effective and environmentally sustainable alternative to buying new uniform.

3.2 NB Swap Shop

There are opportunities throughout the year where families can donate/swap uniform on site at Noel-Baker Academy. Information will be shared with parents as appropriate.

4 Expectations for Academy Uniform

4.2 Our Academy Uniform

Item	Purchased From	Other Notes
Uniform		
Grey School Blazer	Uniform Direct	Must have Noel-Baker Academy logo
Plain navy blue V neck, long sleeved jumper.	Available from any high street shop	No logos or round necks. Additional item – not compulsory.
Plain white shirt with collar.	Available from any high street shop	
Plain black tailored trousers or NBA school skirt	Available from any high street shop and Skirt from Uniform Direct	Trousers with very tight-fitting legs, jeans, leggings, jeggings, jogging bottoms or tracksuits, pinstripe or cords or skirts that are not the NBA school skirt are not allowed.
Plain black tailored shorts in summer months as determined by the Academy	Available from any high street shop	No other colours allowed. Must be knee length.
Kameez - Plain black knee length dress.		Must be worn with school blazer. Plain blue v neck jumper can be worn as an addition, as described above.
Shalwar - Plain black narrow tapered trousers.		Or school trousers, as described above

Abaya/Jilbab - Plain 'A line' or straight design in black with no embellishments.		Must be worn with school blazer. Plain blue v neck jumper can be worn as an addition, as described above.
Clip-on school tie – all students unless wearing Kameez/Abaya/Jilbab.	Uniform Direct	
Tights or socks – plain colours only in blue, black, grey or white.	Available from any high street shop	
Plain black sensible leather look school shoes	Available from any high street shop	<p>No brand logos or coloured shoes</p> <p>No Boots or trainers of any description.</p> <p>Footwear will be considered a trainer if it includes any of the following features:</p> <ul style="list-style-type: none"> Branded sports logos e.g Nike, Vans etc. Trainer-style soles or in appearance. Canvas material (partially or fully) / not leather look that can't be polished. Air holes
Outdoor coat	Available from any high street shop	Must not be worn inside the building.

PE Kit – students are to come to the Academy in their PE kit on the days they have PE

Academy Branded Polo Top	Uniform Direct or any high street shop	With NBA logo. No other polo tops/ T shirts are permitted.
Academy Branded Reversible Games Top	Uniform Direct	
Academy Shorts or black shorts	Uniform Direct or available from any high street shop	No brand logos or tight cycling shorts. Shorts must be no shorter than mid-thigh. Navy blue shorts are not permitted.
Academy branded tracksuit bottoms or plain black tracksuit bottoms	Available from any high street shop	No brand logos or cargo style tracksuit bottoms. No blue tracksuit bottoms to be worn.
Academy branded black leggings	Uniform Direct	Plain leggings without the branding must not be worn.
Academy branded hooded top	Uniform Direct	Only worn on PE days. No other hoodies can be worn.
Academy PE rain jacket	Uniform Direct	
Non branded PE rain jacket in Navy	Available from any high street shop	Example https://tinyurl.com/2s4fnwe2
Plain navy blue knee length games socks or White sports socks.	Available from any high street shop	
Outdoor trainers	Available from any high street shop	Must have a good grip with laces, not pumps.
Shin Pads	Available from any high street shop	For Football
Base Layers / Skins	Available from any high street shop	These are allowed under the Academy branded polo top in cold weather, and including for religious / cultural reasons that require students to cover up. These must be plain and in black or navy blue.

Jewellery, Make up and Hairstyles

Earrings- small stud earrings	Metal studs, one per ear in the lobe. For health and safety reasons we cannot permit hoop, or drop earrings.
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Facial Piercings	<p>Any facial piercings (including plastic retainers, nose studs, tongue bars or any piercings in any other part of the ear than the lobe) are not permitted in the Academy. If students have any other visible piercings or retainers these must be removed during the school day.</p> <p>Exceptions will be made for religious/cultural purposes. This will be agreed with the Academy. During practical situations for example Physical Education these will be removed.</p>
Jewellery – 1 x small ring	No other jewellery is permitted, no necklaces or bracelets.
Make-up - minimal	<p>Minimal make up is allowed.</p> <p>No False Eyelashes.</p> <p>No False Nails. Nails must be no longer than 0.5cm over the end of the finger. This is due to health and safety reasons.</p>
Hairstyle – Natural colours only	<p>No extreme haircuts or colours are permitted. Shaved emblems or lines, unnatural colour dyes are not allowed. Hair extensions / braids of natural colour are deemed acceptable.</p> <p>Any hair accessories should be small and plain in colour only.</p>
Headscarfs / Turbans	<p>Headscarfs / turbans can be worn for students of religious cultures – Black, White, Burgundy, Navy Blue or Brown can be worn.</p> <p>Bright colours are not acceptable other than times linked to religious festivals.</p>

We recommend all students have a sturdy backpack so they can carry their equipment, books and PE Kit when they are attending after school clubs.

If a student is not in full school uniform, we will contact parents/carers to resolve the issue, we may also send students home to change to appropriate clothing or isolate students if the uniform is not appropriate or if it is worn incorrectly.

4.3 Where to purchase uniform

- Uniform Direct, 54 Babington Ln, Derby DE1 1SX. 01332 342569. www.uniform-direct.com
- Any uniform that is of good quality, that parents wish to donate, would be gratefully received so we can offer to any of our families who are struggling to purchase items.

5 Expectations for our Academy 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 Mr Greenhough via his PA at debbiebroadhurst@noelbakeracademy.co.uk, 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 are also expected to contact Mr Greenhough via his PA at debbiebroadhurst@noelbakeracademy.co.uk 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 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.

5.3 Staff

Staff will closely monitor pupils to make sure they are in 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 requesting the parent/carer brings in the correct uniform. If this is not followed, school will lend the pupil the correct item of clothing to wear for that day.

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 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/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, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

6 Monitoring arrangements

This policy will be reviewed every two years, or sooner if legislation changes.

7 Links to other policies

This policy is linked to our: Behaviour policy, Equality information and objectives statement , Anti-bullying policy , Complaints policy.