School Uniform Policy

'Building for Successful Futures'

Formally adopted by the Governing Board of	**Fred Nicholson School**
Co Chair of Governors	**Jill Wilson and Matt Ridley**
Policy Holder	**Headteacher – Heidi Philpott**
Policy Contributor	**Assistant Head – Tara Parry**

Statutory Policy	**Y**	**Published on Website**	**Y**

This policy is based on a model policy from The Key for School Leaders, developed with the NAHT and approved by Forbes Solicitors.

Any updates and amendments to government legislation or guidance from the Education HR Service automatically supersede this school policy prior to ratification by the Governing Body.

This policy applies to all areas of school.

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Introduction

We have a school dress code to ensure that pupils arrive at school suitably dressed for a day at Fred Nicholson School. We believe that uniform creates a common identity among pupils, fosters a sense of belonging and acts as a social leveller. We ask our parents to support us by providing an appropriate school uniform.

Aims

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

The School's legal duties

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 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 and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment
- Allow pupils to wear headscarves and/or other religious garments
- 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 to get in touch with the Pastoral Manager who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis

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 currently source our school uniform from Birds of Dereham. We will make sure our uniform is available at a reasonable cost and provides the best value for money for parents/carers. We will do this by:

- Limiting items bearing the school logo to our school sweatshirt
- 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

Expectations for school uniform

Our school's uniform:

- Grey or black trousers, dress or skirt
- White polo shirt, shirt or blouse
- Flat / no heels, black shoes or trainers please
- FNS sweatshirt or cardigan or royal blue sweatshirt or cardigan
- PE Kit - plain white T-shirt, black PE Shorts, trainers
- Optional PE Kit - Plain black/navy tracksuit
- Jewellery is discouraged due to Health and Safety reasons and the school does not accept responsibility for the safe keeping of possessions.
- Watches may be worn. Pupils must be able to independently remove their earrings for any physical activities undertaken during the school day.
- Pupils with piercings must only wear studs. Pupils must be able to independently remove their earrings for any physical activities undertaken during the school day.
- Swimming Kit - one piece swimming costume, trunks or shorts
- Year 11 pupils wear a distinctive sweatshirt or jumper, of a colour chosen by the whole year group.
- Sixth form students can wear casual clothes and maintain their dignity and footwear that appropriately support the activities they are accessing in their timetable. Ripped jeans/tops are not acceptable
- Each item of school uniform should be labelled with the pupil's name.

Where to purchase our school uniform:

- FNS logo sweatshirts can be purchased from the School Office or through the My Child at School app.
- Royal blue sweatshirts, jumpers or cardigans can be purchased from a range of high street retailers and supermarkets.
- All other items of uniform can be purchased from a range of high street retailers and supermarkets.
- We maintain a supply of used, good quality uniform available to purchase through the School Office.

Expectations for our school community

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)

If your childs needs require an adaptation to our uniform, please contact your child's class lead in the first instance.

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 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:

- Dealt with in accordance with our school's complaints policy
- The school will work closely with parents to arrive at a mutually acceptable outcome.

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.

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.

Governors

The governing body will review this policy every 2 years and make sure that it:

- is appropriate for our school's context
- is implemented fairly across 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.

Links to Other Policies

Promoting Positive Behaviour Policy

Equality Impact Statement

The Head Teacher has reviewed this policy giving due regard to their responsibilities with respect to the equalities agenda, in line with recent legislation. The Head Teacher believes that the policy reflects a positive attitude and approach to all members of the school community.



Policy approved by:



Matt Ridley Jill Wilson
Co-Chair of Governors