



# Uniform Policy and Standards

## Newark Academy



**Approved by:** TILT

**Date:** September 2022

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2023

**Next review due by:** 24 May 2024

## Introduction

Our mission is to create transformational Academies that belong to their communities and where all students 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 academy 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 academies 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 academy uniform

## 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 students 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 students
- Allow all students 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 students to style their hair in the way that is appropriate for academy yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Mr S Taylor (Senior Deputy Head) who can answer questions about the policy and respond to any requests.

### 3. Limiting the cost of academy uniform

Our 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 Academy uniform.

We understand that items with distinctive characteristics (such as branded items, or items that must have an academy 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, 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. At Newark Academy, these items include:  
-Blazer, tie, PE t-shirt, PE hoodie, new academy skirt (September 2022)
- Limiting items with distinctive characteristics to low-cost or long-lasting, durable items, our ties are an example of this
- Avoiding specific requirements for items students could wear on non-academy 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 groups or cohorts of children
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for inter-academy competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items (**The Exchange**)
- Having additional arrangements with suppliers for spreading payments and facilitating payment plans/savings schemes
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and students on any proposed significant changes to the uniform policy and carefully considering stakeholder opinions about the policy

- Parents/carers experiencing financial hardship should contact their child's Crew Leader, in the first instance, who will be able to discuss the options that could be available

## 4. Expectations for academy uniform

Trust Uniform and dress code principles:

The Trust requires all students to always wear the correct uniform (other than specified non-academy uniform days) while:

- On the academy premises
- Travelling to and from academy
- At out-of-academy events or on trips that are organised by the academy, or where they are representing the academy (if required)

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

We believe that Academy uniform can play a key role in:

- promoting the ethos of the Academy
- providing a sense of belonging and identity
- setting an appropriate tone for education

By creating a common identity amongst all students, regardless of background, Academy uniform can act as a social leveller. It can reduce bullying and peer pressure to wear the latest fashions or other expensive clothes.

### 4.1 Secondary Academy

We regard the uniform as a practical, distinguishing feature that helps students to feel part of the academy and gives a formal appearance. It is the expectation of the Trust and The Academy that all students wear the uniform based on the principles set out below. Students are expected to contact Mr S Taylor (Senior Deputy Headteacher) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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

- Blazer with academy badge
- Academy tie (correctly worn)
- Grey checked skirt\* (Knee length) \*Grey skirt compulsory for all those wishing to wear a skirt from Sept 2023
- Black trousers: these should be properly tailored cloth trousers, denim, no leggings, lycra, or cropped trousers are permitted
- Grey tailored Academy shorts – from Academy supplier and for summer term use only

- Black polishable shoes (heels must not be over 2 inches in height) no trainers, or canvas shoes/pumps/plimssoles are allowed.
- A white shirt with collar (not a polo shirt. Long or short sleeved
- A V-necked Newark Academy jumper (optional) - no tracksuit tops or hoodies

In addition to the above guidelines the following principles should also be adhered to as a minimum standard.

- Students should change into the academy's designated PE kit when undertaking PE lessons. Trainers only need to be brought into academy for use in PE or for Sports activities
- Students should not wear jewellery except for a watch (not a smartwatch) and one pair of small studs or sleepers (no other body studs/piercings to be worn). No facial piercings
- Blazer sleeves should not be rolled up nor should items be attached to them like hair grips. Pockets should not be used to carry water bottles
- Hairstyles should be neat and presentable – natural hair colours only
- Hats must not be worn in and around the academy buildings
- No denim should be worn in the academy
- Outdoor coats must not be leather or denim and must be removed inside buildings and stored in lockers
- Shirts must be always tucked in
- Skirts must be worn at knee length and **not** rolled up
- 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
- False or gel nails cannot be worn
- False eyelashes cannot be worn
- Any nail covering/varnish should be clear not coloured so that nails appear 'natural'

#### 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 academy dress code. Newark Academy has a smart/formal dress code for NA6 students

#### 4.3 Our academy's uniform – The Specifics

**Blazer:** Newark Academy blazer purchased through [Just Schoolwear](#) only. Sleeves are not permitted to be rolled up and blazers must be always worn in the Academy building unless express permission is given.

**Tie:** Newark Academy tie purchased through [Just Schoolwear](#) only.

**Shirt: plain white shirt.** Dress Code regarding shirts:

- Formal style, plain white with a stiffened collar
- Shirts should be smart and clean.
- They should be tucked into the waistband.
- Fitted blouses are strictly not allowed
- Coloured T-shirts should not be worn beneath the shirt
- Short or long sleeves are permitted

**Skirts: Grey checked skirt.** Dress Code regarding skirts:

- Compulsory new grey skirt in September 2022 for Crew 7 and will be compulsory for other students who wish to wear a skirt from September 2023
- Students electing to wear skirts should either wear black tights or socks (black, or grey) but noting that skirts should always be knee length. In hot weather the Academy may communicate that tights do not have to be worn, but skirts should remain knee length and not rolled, and socks should be ankle height
- Fashion belts are not allowed. Belts should be black, plain, and narrow with a discreet buckle. No fashion buckles are permitted

**Shorts (Grey)** – Tailored Academy shorts are permitted in the summer term and are available only from our supplier [Just Schoolwear](#)

**Trousers: black trousers.** Dress Code regarding trousers:

- For all students, trousers must be of a formal cut
- Trousers should be full-length. Excessively flared or narrow/tight-fitting trousers are not allowed
- Trousers should be worn at the waist and with appropriate regard to a formal appearance
- 'Fashion' belts are not allowed. Belts should be black, plain, and narrow with a discreet buckle, and only to be worn with trousers that have belt loops. Fashion buckles are not permitted
- 

**Sweaters.** Newark Academy sweater available from Academy School Uniforms. Dress Code regarding sweaters:

- Academy sweaters are optional additional wear. They are not to be worn instead of the academy blazer
- Sweaters should be smart and clean
- Sweaters must not be rolled up

**Shoes: black shoes.** Dress Code regarding shoes:

- Formal style, plain polishable black shoes
- Stiletto/high heels are not allowed
- Canvas material boots/plimsolls are not allowed
- Footwear other than shoes is not allowed around the academy. Alternative footwear for medical reasons must be discussed with the Crew Leader who, if in agreement, will provide a note to that effect
- During break time, trainers can be worn only on the MUGA courts or field for sporting recreation. They should not be worn around the main concourse of the academy at any time
- No logos or sports motifs are allowed
- If non-regulation shoes are worn to the Academy, a suitable pair of footwear will be issued on loan
- Only black or grey socks are to be worn

Examples of suitable Academy shoes:



If you feel you need financial assistance with purchasing uniform or school equipment, please contact the academy and ask to speak to your child's Crew Leader of Head/Associate Head of Crew

**Hair/Make up.** Styled appropriately to a formal environment except for religious, cultural, or medical reasons. In such cases, this must be agreed on an individual basis between the parents and school. Dress Code regarding hair and make-up:

- Hair not excessively gelled or braided
- Any hair colouring must be within a natural colour range
- No extreme close shaved hairstyles
- No wording or patterns on the scalp
- In all cases, the school has the right to exercise its discretion about appropriateness of hairstyles and colouring
- Make-up must be discreet
- Lipstick and painted fingernails are not allowed. Only Clear polish will be permitted and no artificial/false/gel nails.
- False eyelashes are not permitted
- Tattoos are not allowed
- Jewellery - facial jewellery is not allowed. The following are the only accepted items of jewellery: wrist watches and one stud earring in each ear

**PE Kit:**

- NA PE Polo shirt
- NA PE Hoodie (to be replaced in 2023)
- Black football socks
- Plain Black football style shorts (no lycra Nike Pro shorts)
- Optional plain black tracksuit bottoms/leggings – (discreet branding only)
- Non-marking trainers for indoor
- Football/rugby boots for football/rugby (grass)
- No jewellery can be worn for PE activities (health and safety)

**Equipment List**

**Equipment provided:**

- Newark Academy PE draw string bag
- Mini whiteboard and whiteboard pen
- Pink and purple pen

**Equipment to purchase:**

A rucksack

A filled pencil case with the following equipment:

- Two black or blue pens
- Two pencils
- 15cm or 30cm ruler
- Rubber
- Pencil sharpener

## Useful additional items

- Coloured crayons
- Highlighters
- Small glue stick
- Lock for locker (number coded rather than key)
- Scientific calculator

### 4.4 Where to purchase it

Academy Uniform for branded items can be purchased from Just School wear

Tel: **0115 965 2869**

<https://just-schoolwear.co.uk/product-category/newark-academy/>

Head Office,  
3 Calverton Business Park,  
Hoyle Road, Calverton,  
Nottingham, NG14 6QL

Non branded items can be purchased from **Asda Newark** or online

<https://storelocator.asda.com/east-midlands/newark/lombard-street>

The Academy runs a uniform swap shop 'The Exchange'

Payment plans, direct debits and savings schemes are available from Just-Schoolwear

Any parent/carer who is struggling to provide Academy uniform should contact their child's Crew Leader in the first instance. The Academy's aim is to always offer support

## 5. Expectations for our academy 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 S Taylor (Senior Deputy Headteacher) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics

Parents and carers are expected to lodge any complaints or objections relating to the academy uniform in a timely and reasonable manner.

Disputes about the cost of the academy uniform will be:

- Resolved locally
- Dealt with in accordance with our academy's complaints policy



The academy will work closely with parents to arrive at a mutually acceptable outcome.

## 6. Staff

Staff will closely monitor students to make sure they are in correct uniform. If a student arrives in the wrong uniform, we will work with the student and the family to resolve these issues immediately. This may include isolating the student until the uniform issues have been resolved. Non-compliance will result in an escalation of sanctions.

Breaches of our uniform policy which involved refusal to wear uniform correctly or wearing non-specified additional items will be sanctioned by using the consequence system. Genuine uniform difficulties will be resolved either directly by loaning specific uniform on site or by providing a time limited uniform pass. In both cases, parental contact will be made to establish any context and offer support accordingly.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation. Newark Academy holds a stock of uniform.

## 7. Governors

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

- Is appropriate for our academy's context
- Is implemented fairly across the academy
- Considers the views of parents and students
- Offers a uniform that is appropriate, practical, and safe for all students

The board will also make sure that the academy'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 student

| UNIFORM ITEM | BRANDED? | COST PER ITEM (£) | NUMBER OF ITEMS PER STUDENT | TOTAL COST (£) |
|--------------|----------|-------------------|-----------------------------|----------------|
| Skirt        | Yes      | 25                | 1                           | 25             |

|                      |     |    |        |    |
|----------------------|-----|----|--------|----|
| Shirt                | No  | 5  | 3      | 15 |
| Tie                  | Yes | 7  | 1      | 7  |
| Trousers             | No  | 9  | 2      | 18 |
| Socks                | No  | 5  | 5 pack | 5  |
| Tights               | No  | 9  | 5 pack | 9  |
| Blazer               | Yes | 33 | 1      | 33 |
| Shoes                | No  | 15 | 1      | 15 |
| PE polo              | Yes | 15 | 1      | 15 |
| PE Black shorts      | No  | 5  | 1      | 5  |
| Trainers             | No  | 30 | 1      | 30 |
| Black football socks | No  | 5  | 1      | 5  |
| PE Hoodie*           | Yes | 25 | 1      | 25 |

\*To be phased out and replaced with PE Jacket/winter top from September 2023

**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 students based on sex. Additional costs due to religious beliefs has also been considered.

|  |   |
|--|---|
| <b>TOTAL COST (GIRLS)</b>                          | Considering average cost per child with skirt not trouser option = £180 |
| <b>TOTAL COST (BOYS)</b>                           | Considering average cost per child with skirt not trouser option = £173 |
| <b>ADDITIONAL COSTS (DUE TO RELIGIOUS BELIEFS)</b> | Hijab = £8 approx   |