# Sir John Nelthorpe School

# Uniform and Appearance Policy

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## Contents

1. Aims 3
2. Our school's legal duties under the Equality Act 2010 3
3. Limiting the cost of school uniform 3
4. Expectations for school uniform and appearance 4
4.1 Our school's uniform....4
4.2 Where to purchase it.... 5
4.3 Appearance.... 6
5. Expectations for our school community 6
6. Monitoring arrangements 7
7. Links to other policies 7

## 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 sex, race, religion or belief, 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 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 for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with School who can answer questions about the policy and respond to any requests

## 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 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 or long-lasting items, such as ties
- 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 leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities

- 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

# 4. Expectations for school uniform and appearance

## 4.1 Our school's uniform

We believe that when worn correctly, the uniform represents the standards that the school expects to achieve. It says to the local and wider community that Sir John Nelthorpe School is a high achieving community where pupils understand the difference between the expectations of the world of work and how they dress for their social life out of school. We also feel strongly that it represents equality for all pupils. Wearing a smart uniform is an important factor in encouraging a disciplined ethos at Sir John Nelthorpe School.

**General**

- Black school blazer with school crest
- School tie
- Black school trousers (**straight full leg with the hem touching the top of the shoe to hide the ankle, not jean-style, slim-fit or skinny style**) or pleated black knee-length skirt to ensure pupil decency is maintained (**the hem must touch the top of the knee, nothing shorter**)
- Shirt: White (long or short sleeved - worn tucked in and top button fastened) or navy blue striped school blouse (worn tucked in, collar inside blazer)
- Dark grey / black socks with trousers. White socks or black tights with a skirt. No trainer socks. Socks should be above the ankle in length.

### Outdoor Coat

Should be, as far as possible, a single subdued colour and plain material. They must not be of camouflage/military style, denim, leather (including leather look), fur (including faux fur) and/or decorated with brand-names, pictures, logos, slogans or badges. Given that the pupils walk between buildings in all weathers, a coat which is both warm and shower proof is a good idea. Outdoor coat must be worn over blazer and is not a replacement.

### Jumpers

A plain black v neck jumper is allowed but may only be worn with the school jacket (blazer). No cardigans, hoodies or sweatshirt.

### Cultural Dress

The school respects the right of pupils to wear religious clothing according to their belief providing that:

- the clothing does not cover the pupil's face thereby preventing the school from supporting the pupil's learning or it hindering the pupil's visual identification or inter-personal development;
- the requirement to wear school uniform (where appropriate) is observed;
- the items of clothing do not compromise the health or safety of the pupil or other members of the school community;
- the items of clothing do not compromise the school's ability to discharge its duty to safeguard the protection of the pupil or other members of the school community;
- the items are plain dark colours and not decorated with patterns, jewels, sequins or additional adornments
- jewellery and piercings comply with the rules set out in the Appearance section of this document

### Footwear

Shoes should be black, sturdy, formal style, smart and be able to be polished (not trainer style, no branded/logo adorned footwear, no adornments such as bows or metal features). No boots/any footwear that covers the ankle or has opened toes or heals e.g. sandals, sling-backs.

### Technology

**Workshop Clothing –** White cotton apron
**Food & Nutrition –** Blue check apron

### PE and Games Kit

- Long sleeve outdoor sports top in blue/black with school crest or long sleeve outdoor sports top in black with white piping and school crest
- White or Blue indoor polo-shirt with school crest
- Plain or shadow-stripe black shorts or plain black 'skort'
- Plain White sports socks (indoor)
- Blue football socks with triple white hoop (outdoor)
- Trainers (no pumps)
- Football boots

### Optional Extra PE Kit

- Long sleeve shower-proof top and matching bottoms in SJN approved style with school crest (winter/outdoor/extra-curricular use)
- Plain black running leggings  N.B. not fashion leggings.

All parents/carers are encouraged to provide their children with shin guards and gum shields to prevent injuries in Football, Hockey and Rugby.

## 4.2 Where to purchase it

The majority of our uniform is available from several stockists in the area to give you options as to how to purchase. The only compulsory school crest-adorned items are the blazer, the tie, and the sports tops for PE. The blouse is most easily sourced from the official stockist. Any remaining items can be purchased from wherever you choose providing they meet the school's standard uniform requirements. To ensure the correct style of garment, please visit the official stockist website or outlet or contact the school before purchasing garments elsewhere, as any non-compliant styles or colours of uniform items will not be permitted.

**The Official stockists of Sir John Nelthorpe School's badged items are Uniform Direct**

**Direct ordering online via:**
**http://www.uniform-direct.com/acatalog/Sir-John-Nelthorpe.html**

Walk-in stores are found in Grimsby, Lincoln and Gainsborough (see the uniform website for details).

If purchasing a blazer from an outlet other than Uniform Direct, you must ensure it matches the style of the approved blazer. Uniform Direct are able to embroider a Sir John Nelthorpe crest onto blazers for the price of £5.00.

Parents/Carers are entitled to seek alternative providers for non-badged items of uniform, but due to the many variables between suppliers in terms of material, quality, colour-match etc. It is important to check the uniform details carefully on the Uniform Direct website before seeking the same item elsewhere in order to avoid incurred costs of having to replace items due to purchasing the wrong style etc.

We also keep one sample of each item of uniform (in a range of sizes) at school for parents/carers wishing to check before ordering/purchasing from their chosen outlet.

### 4.3 Appearance

In the interests of health and safety as well as ensuring a smart, appropriate appearance, the following apply:

**Jewellery, body decorations and accessories**

- One plain ring only
- One silver or gold small (4mm diameter maximum), round, plain stud per ear (no hoops or studs with 'jewels'). These can be worn in the earlobe only and not the top or the tragus of the ear.
- No facial jewellery, body piercing, tattoos, nail varnish/false nails, necklaces, bracelets, badges/brooches, large decorated belts or accessories of any sort.
- Smartwatches and similar devices with communications features are not permitted. This also reflects the Joint Council for Qualifications rules within examinations.
- Hair bands and bobbles should be plain, dark colour (brown, navy, dark grey or black) and of a sensible size and should not include adornments.

**Hairstyles:**

Extremes of fashion including patterns and designs cut into the hair, and hairstyles which involve more than one colour and/or unnatural colours (red, purple etc.) are not acceptable; nor is the shaving of all or areas of the scalp. Marked contrast in length or marked contrast in colour are not permitted. In line with the rest of the school uniform, the appearance of hairstyle is to be natural and not to make a statement of any kind.

**Other:**

- In the interests of Health and Safety; in particular due to practical subjects such as Technology, Science, Drama, PE etc. nail length should be kept to a minimum. Inappropriate nail length may result in a pupil not being allowed to participate in a particular activity.
- Facial hair should be shaved (unless supporting medical evidence from GP or consultant is provided).

## 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)

### 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 School 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 Learning Coordinator 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.

### 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 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 annually. At every review, it will be approved by The Governing Body.

## 7. Links to other policies

This policy is linked to our:

- Behaviour, Rewards and Sanctions policy
- Anti-bullying policy
- Complaints policy