

Ormiston Academies Trust

City of Norwich School

Uniform policy

Policy version control

Policy type	OAT Mandatory
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In consultation with	<i>Sourced document The Key</i>
Approved by	Executive, 13 April 2023
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Review	Policies will be reviewed in line with OAT's internal policy schedule and/or updated when new legislation comes into force
Description of changes	<p>Changes that will be implemented from September 2024:</p> <p>Section 4.1</p> <ul style="list-style-type: none"> • Skirts - to be plain black pleated skirts only • Pe and games kit list has been updated • Expectations for Outdoor clothing, jewellery and hairstyles have been updated <p>Section 4.2</p> <ul style="list-style-type: none"> • Supplier information has been updated <p>Changes that will be implemented from September 2025:</p> <p>Section 4.1</p> <ul style="list-style-type: none"> ▪ Hooped or dangling earrings are not allowed.

	<ul style="list-style-type: none">▪ Cultural headwear should not obstruct the face
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1.Aims

1.1. This policy aims to:

- Set the academy's approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explain how the academy will avoid discrimination in line with its legal duties under the Equality Act 2010
- Clarify the expectations for school uniform.

2.Legal duties under the Equality Act 2010

2.1. The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

2.2. To avoid discrimination, the 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 the uniform costs the same for all pupils
- ☐ Allow all pupils to have long hair (whilst reserving 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 the policy on the grounds of equality by asking pupils or their parents to get in touch with their House leader who can answer questions about the policy and respond to any requests.

3.Limiting the cost of school uniform

3.1. CNS help and support to access our school uniform:

- The current uniform is affordable and easy to access and maintain.
- Uniform trousers and skirts are widely available.
- If you need help or support, then please contact the school to discuss options.

3.2. The academy has a duty to make sure that its uniform is affordable, in line with [statutory guidance](#) from the Department for Education on the cost of school uniform.

3.3. We understand that items with distinctive characteristics (such as branded clothing, 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.

3.4. We will make sure our uniform:

- ☐ Is available at a reasonable cost
- ☐ Provides the best value for money for parents/carers

3.5. We will ensure this by:

- ☐ Carefully considering whether any items with distinctive characteristics are necessary
- ☐ Limiting any items with distinctive characteristics where possible. We only ask that students wear the CNS polo shirt with their house name.
- ☐ Limiting items with distinctive characteristics to low-cost 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 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
- ☐ 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 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 academy uniform

4.1. The academy uniform

- ☐ Navy blue polo shirt with embroidered House name and logo
- ☐ Branded or non-branded black school trousers made of cotton or polyester. Jeans, leggings, jeggings, or tracksuit bottoms are not acceptable. Trousers should be full length and reach the ankle or shoe.
- ☐ Black pleated skirt that finishes on or no more than one hand width above the knee. Skirts must be made of cotton or polyester.
- ☐ Black tailored unbranded knee length shorts, made of cotton or polyester.
- ☐ Navy blue V neck jumper, cardigan or hoodie with school badge/logo. CNS PE and Dance hoodies must only be worn for their intended purpose during PE and Dance activities.
- ☐ Tights, if worn are to be black, not leggings, socks are to be plain and dark in colour.
- ☐ Plain black sensible shoes or boots – plain black leather trainers without coloured branding are permitted.
- ☐ A bag to carry books and a pencil case with pen, pencil, ruler as a minimum.
- ☐ Cultural headwear should be plain blue or black in colour, should not obstruct the face, and no longer than shoulder length.
- ☐ Expectations for outdoor clothing:
 - An outdoor coat is recommended.
 - Non-CNS hoodies are not considered to be outdoor wear and are not permitted to be worn.
- ☐ Expectations for jewellery and hairstyles:
 - Pupils' hair is expected to be an appropriate style for school with no variations allowed for fashion trends.
 - Hair is expected to be of a natural colour. Highlights are acceptable, but no streaks of a non-natural colour.
 - Hair should not obstruct the face, (taking into account the requirement described above to avoid discrimination in line with the Equality Act 2010)
 - Jewellery should be discreet and safe; a single pair of studs is allowed, hoop or dangling earrings are not permitted. A single ring and bracelet are permissible. A single discrete nose stud is allowed.
 - Make up should be subtle.
 - Fake eye lashes, coloured nail varnish and acrylic nails are not permitted, and students will be asked to remove them.

PE & Games kit Compulsory

- ☐ CNS navy shorts and t-shirt with CNS logo, navy games socks, trainers (not black soles) and studded boots for football/rugby. Shin pads and gum shields are strongly recommended
- ☐ CNS logo navy leggings and/or CNS logo PE Skort
- ☐ Plain navy base layer
- ☐ Plain navy tracksuit bottoms (unbranded)
- ☐ CNS logo navy sweatshirt
- ☐ If students are injured or too unwell to take part in PE, they are still expected to bring their kit and get changed. They will be directed to take part in the lesson in another way.
- ☐ For Dance and Gymnastics students are required to perform in bare feet, this is a health and safety requirement.
- ☐ Long hair should be tied back for PE Lessons, and jewellery removed.
- ☐ Piercings should be completed during the summer holidays so that items can be removed for PE lessons.

4.2. Where to purchase uniform

CNS Uniform is available at:

- Birds of Dereham, Unit D, 13 Yaxham Road, Dereham NR19 1HB
- Stevensons Uniform shop on Ber Street in Norwich.
- Uniforms can also be purchased in supermarkets/stores selling plain black pleated skirts, school trousers and tailored shorts.

Additional Information about uniform:

- Please contact the school If you would like to access our stock of quality preloved uniform.

4.3. 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 off-site events or on trips that are organised by the school, or where they are representing the school (if required)
 - The uniform is flexible enough to meet student needs in relation to protected characteristics. Parents are to contact their House leader if they wish to discuss the uniform policy in relation to their protected characteristics.

4.4. 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:
 - Correct and clean
 - Clearly labelled with the child's name
 - In good condition
- Parents are also expected to contact the House leader if they want to discuss 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.

4.5. 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 following the parent/school agreement and the behavior 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.

4.6. Governors

- The governing body will review this policy to ensure it:

- Is appropriate for the academy'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 governing body will also ensure that the school's uniform supplier arrangements give the highest priority to cost and value for money

5. Monitoring arrangements

5.1. This policy will be reviewed annually by the Headteacher. At every review, it will be approved by the full governing body.

6. Links to other policies

6.1. This policy is linked to our:

- Behaviour for learning policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Charging and remissions policy (for any references to charging)