



# **NONSUCH HIGH SCHOOL FOR GIRLS SCHOOL UNIFORM POLICY**

## **Contents**

1. Introduction .....	2
2. Importance of School Uniform .....	2-3
3. Our school’s legal duties under the Equality Act 2010 .....	3
4. Limiting the cost of school uniform .....	3-4
5. Where to purchase uniform .....	4
6. Nonsuch School Uniform .....	5-6
7. Expectations for our school community .....	6-7
8. Sanctions.....	8
9. Governors .....	8
10. Monitoring arrangements.....	8
Appendix A: School uniform expectations Year 7–11 .....	9-10
Appendix B: PE Kit expectations .....	11
Appendix C: 6 <sup>th</sup> Form Dress Code .....	12

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Policy Notes may be subject to review and revision at any time by the Nonsuch Local Governing Body notwithstanding that the next review date has not been reached.

Review dates are for guidance only and whilst the intention is always to arrange reviews within the stated time frame all Policy Notes will remain in force until this has taken place and been formally approved by the Nonsuch Local Governing Body

## 1. Introduction

- 1.1. This policy should be read in conjunction with the GLT Equality, Diversity and Inclusion Statement and Equality Objectives, the Behaviour for Learning Policy, Anti-bullying policy, the Complaints Policy and the GLT Exclusions Policy.
- 1.2. The guiding principle, embodied in the Vision, Values and Mission of the School, and in the Nonsuch Charter, is that members of the School should behave in line with the school values of Positivity, Respect, Integrity, Courage and Endeavour (the PRICE Values). This also aligns with the United Nations Convention on the rights of a Child which promotes, equality, dignity, respect and a sense of community.
- 1.3. This policy recognises the statutory requirement on schools issued under the Education (Guidance about Costs of School Uniforms) Act 2021 to ensure the cost of school uniforms is reasonable and secures the best value for money when developing and implementing their school and trust uniform policies. It also recognises the non-statutory guidance on school uniform 2021.
- 1.4. This policy lays out clearly the school's approach to school uniform which includes:
  - Our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
  - How we will avoid discrimination in line with our legal duties under the Equality Act 2010
  - How we promote the United Nations Convention on the rights of a child
  - Clarification of our expectations for school uniform

## 2. Importance of School Uniform

- 2.1. Nonsuch High School for Girls believes that uniform contributes significantly to the ethos of our school. It promotes a sense of pride and belonging and demonstrates that students are invested in our Nonsuch Culture.
- 2.2. We place a great deal of emphasis on the appearance of our students and believe that uniform is not a fashion item. It is designed to be professional and comfortable.
- 2.3. We expect student to takes pride in their appearance and expect Parents to ensure that students arrive at school in correct uniform.
- 2.4. Parents choose our school because of its high standards so we make no excuses in enforcing this code to uphold the values we share with our parents and students.
- 2.5. We have a strict uniform policy for the simple reason that it enables every child to attend school in an equal and fair way. By maintaining this expectation, we ensure that appearance does not advantage or disadvantage any child based on fashion choice, socio-economic wealth or body shape/ size; thereby ensuring their dignity.
- 2.6. We strongly believe that this basic equality is a fundamental right of children in education and that this is vital to a caring and safe learning environment. For this reason, we will not spend time discussing, negotiating or arguing personal views on uniform with parents but

instead ask for your support in maintaining high standards, to help us to build a school where children's rights are protected so that they can enjoy their right to education. This right is enshrined in Article 29, paragraph 1, of the Convention on the Rights of the Child is of far-reaching importance. The aims of education that it sets out, which have been agreed to by all States parties, promote, support and protect the core value of the Convention: the human dignity innate in every child and his or her equal and inalienable rights.

### **3. Our school's legal duties under the Equality Act 2010**

- 3.1. The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.
- 3.2. 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 style their hair in the way that is appropriate for school yet makes them feel most comfortable. It should be kept clean and tidy.
  - Allow pupils to request changes to swimwear for religious reasons
  - Allow pupils to wear headscarves
  - Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Deputy Head Pastoral ([pastoral@nonsuchschool.org](mailto:pastoral@nonsuchschool.org)) who can answer questions about the policy and respond to any requests

### **4. Limiting the cost of school uniform**

- 4.1. 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.
- 4.2. We understand that items with distinctive characteristics (items that have to have a school logo or a unique feature cannot be purchased from a wide range of retailers) limits parents' ability to 'shop around' for a low price.
- 4.3. The school believes that our uniform policy and suppliers should offer value for money and that the cost of uniform should never be a barrier to a child attending our school.
- 4.4. Therefore, we will make sure our uniform:
  - Is available at a reasonable cost
  - Provides the best value for money for parents/carers
- 4.5. We will do this by:
  - Retendering every 3 years
  - Carefully considering whether any items with distinctive characteristics are necessary
  - Limiting any items with distinctive characteristics where possible for example, by only asking that the blazer, worn over the jumper, features the school logo

- Limiting items with distinctive characteristics to low-cost or long-lasting items
- Considering cheaper alternatives to school-branded items 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 or classes
- 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 minimizing 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

## 5. Where to purchase uniform

- 5.1. Nonsuch School uniform is available from Stevensons School Outfitters shop in Epsom (Formerly Lester Bowden), or by contacting the PTA for pre-loved school uniform items.
- 5.2. You can order uniform from Stevensons at Lester Bowden at their shop in Epsom or online at [www.stevensons.co.uk](http://www.stevensons.co.uk).
- 5.3. Students transitioning to the school will be given personal appointments at Stevensons to obtain the uniform. Please contact Stevensons to arrange an appointment.
- 5.4. The current uniform price list can be found [here](#)
- 5.5. Remission of the cost of some uniform items is available to students eligible for free school meals and those whose parents are entitled to the maximum level of working tax credit. Parents should contact the Administration Office via [office@nonsuchschool.org](mailto:office@nonsuchschool.org) for further information.
- 5.6. The Nonsuch PTA also provide a second-hand uniform shop where a range of pre-loved uniform can be bought. This uniform can be bought by contacting the PTA [PTA@nonsuchschool.org](mailto:PTA@nonsuchschool.org)

## 6. Nonsuch School Uniform

### 6.1. Our school's uniform (Years 7–11)

- 6.1.1. School uniform is worn by all students in Years 7–11
- 6.1.2. Appendix A indicates which items of school uniform are compulsory and which are optional. A description is also provided for those items that do not have to be purchased from our uniform supplier.
- 6.1.3. This list can also be found on our website.
- 6.1.4. All items of school uniform must be named with a first and last name inside.

### 6.2. 6<sup>th</sup> form dress code

- 6.2.1. In a large and mixed organization, a standard of dress is required that is conducive to efficient and careful work for all its members. Whilst we want you to be comfortable, you must, at the same time, respect the sensibilities of your peers, the main school pupils and the staff.
- 6.2.2. Appendix C indicates the items of dress are **NOT** permitted
- 6.2.3. This list can also be found on our website.

### 6.3. PE kit

- 6.3.1. A table that indicates which items of school PE kit are compulsory and which are optional can be found in Appendix B.
- 6.3.2. A description is also provided for those items that do not have to be purchased from our uniform supplier.
- 6.3.3. This list can also be found on our website

### 6.4. Additional requirements

- 6.4.1. **Hair:** Hair should be kept clean, tidy and should be of one natural color. It should be suitable for a professional environment. Only plain, navy or white hair accessories should be used if hair is tied back.

NB: the school notes the advice and guidance of the Equality and Human Rights commission on preventing hair discrimination in schools and shall consider this when making a determination on the School's uniform policy

- 6.4.2. **Jewellery:** Pupils may wear a single plain stud in each ear lobe and a watch but no further jewellery is permitted. Permissible jewellery must be removed for PE. No facial piercings are allowed. **Any unauthorised jewellery worn to school by a student will be confiscated by a member of staff and taken to the school office. Students**

**may collect confiscated jewellery at the end of the day. The school accepts no responsibility for any jewellery lost on the premises.**

- 6.4.3. **Make Up/ Nails:** No make-up should be worn and nails must be short (not visible from palm side of the hand). Nails should not have nail varnish or extensions on them. False eyelashes are not permitted.
- 6.4.4. **Coats / Hats/ Gloves / scarves:** maybe worn in cold weather, but are not to be worn inside school building.
- 6.4.5. **Lanyards:** are part of the school uniform and must be worn at all times.

## 6.5. Mobile phones

- 6.5.1. While we understand that mobile phones may be seen as necessary for personal safety, we do not expect to see or hear mobile phones, personal music systems, cameras or similar equipment whilst on school premises; if this happens they will be confiscated.
- 6.5.2. During the school day pupils should keep these items in their lockers or bags. We cannot take responsibility for any equipment if it is lost or stolen.
- 6.5.3. Mobile phones are not allowed to be used and must be switched off during school hours and kept in your daughter's locker or bag. Any electronic devices, including mobiles, seen by staff will be confiscated and a 30-minute detention set.
- 6.5.4. We ask that if you need to contact your daughter urgently, please telephone the School.

## 7. Expectations for our school community

### 7.1. Pupils

- 7.1.1. 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 (unless informed otherwise)
- 7.1.2. Pupils are also expected to contact the Assistant Head Pastoral ([pastoral@nonsuchschool.org](mailto:pastoral@nonsuchschool.org)) if they want to request an amendment to the uniform policy in relation to their protected characteristics.

## 7.2. Parents and carers

7.2.1. 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

7.2.2. Parents and carers are also expected to ensure that their child follows the school expectations regarding uniform which can be found in the appendices

7.2.3. Parents are also expected to contact Deputy Head Pastoral (pastoral@nonsuchschool.org) if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

7.2.4. Complaints about the uniform or cost of the school uniform will be:

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

7.2.5. Through the Nonsuch Parent Charter the school expects parents to support the school's policy on uniform and behaviour but we will work closely with parents resolve any concerns raised

## 7.3. Staff

7.3.1. Staff will closely monitor pupils to make sure they are in correct uniform.

7.3.2. The school will give students time in the morning to ensure that they do not breach the uniform policy. Form tutors will ensure at the end of morning registration that the uniform of students in their form is acceptable.

7.3.3. Spot uniform checks will take place in random lesson through out the week. Staff will report any breaches of the uniform policy.

7.3.4. Breaches of our uniform policy as explained in section 8 of this policy will be dealt with in accordance with our Behaviour for Learning policy

7.3.5. 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.

## **8. Sanctions**

- 8.1. Parents and carers are expected to make sure that their child has the correct uniform and sports kit.
- 8.2. If a student is not conforming to the uniform policy:
  - They will be required to correct the issue by the end of morning tutorial.
  - If not, they will be given a 30-minute detention for first offence
  - Any instance of deliberate and/ or repeated refusal to follow the rules regarding uniform and presentation could lead to a range of sanctions, including head teacher detention and suspension.
  - In all cases, we will work with parents and carers to rectify the situation.
- 8.2.1. Incidents will be logged using our behaviour management system and persistent offenders will be followed up by their Head of Year
- 8.2.2. We ask that parents and carers contact the school direct if there are any extenuating circumstances, such as a medical issue, so that we can discuss reasonable adjustments that may be made.

## **9. Governors**

- 9.1. 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
- 9.2. 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 re-tendering contracts at least every 3 years.

## **10. Monitoring arrangements**

- 10.1. This policy will be reviewed every 3 years by the Deputy Head Pastoral
- 10.2. At every review, it will be approved by the full governing board/and or the Chair of Governors



## Appendix A: School uniform expectations Year 7–11

This appendix should be read in conjunction with section 6 of this policy.

<p><b>Information:</b> It is compulsory to purchase either the trousers or skirt from Stevensons but you have the option of which item you wish to buy, it is not compulsory to have both.</p> <p><b>Marked Articles</b> * are compulsory and only obtainable from Stevensons or via the PTA second-hand uniform sale. ** denotes that an item is optional but only available from Stevensons. Other items may be purchased elsewhere provided they meet the school requirements.</p>	
ITEM	DESCRIPTION
*SKIRT	Kilt Style in Bedford check, worn on or below the knee
*TROUSERS	Bedford check material
*SHIRT/BLOUSE	Blue short or long sleeved with reverse collar A vest may be worn underneath but must not be visible
**PULLOVER	This item is optional. Navy blue V-neck long sleeved (any brand)
*BLAZER	Our Blazer is compulsory and should be worn at all times. Navy with school logo
*OVERALL	Royal blue, the same overall is worn for both Science and Art. The overall should be embroidered, initials only, on the left side
*APRON	For Food Technology
*HOUSE T-SHIRT (Name of house notified to parents when known)	For House events. Jupiter: Yellow, Mars: Red, Mercury: Purple, Neptune: blue, Pluto: Green, Saturn: Orange, Venus: Pink
SOCKS	Plain black, navy blue or white - ankle or knee length. They should not be branded Socks and tights should not be worn together.
TIGHTS	Plain black, navy blue opaque tights. Patterned tights are not permitted.
COAT	Plain coats only – no denim. Coats should not be worn inside the school building
SCARVES/HATS/GLOVES	Plain navy blue or black and not worn in the school building

<b>SHOES (examples below)</b>	<p>They should be black and sturdy for wearing all day in all weathers. 8-hole shoes would be acceptable but not 10-hole boots.</p> <p>Canvas footwear is not permitted Trainers are not permitted Boots which rise over the ankle are not permitted.</p> <p>Kickers 8-hole shoes would be acceptable but not 10-hole boots.</p>
<b>HIJAB</b>	<p>Students who choose to wear the hijab should ensure that it is plain black or navy. Pins should be of a safety type for school.</p> <p>During PE – sports style hijab</p>
<b>BAG</b>	A sturdy plain bag or back pack suitable for books
<b>Diary</b>	A planner or diary to record deadlines
<b>Whiteboard Pen</b>	To use in class for activities

**Examples of suitable school shoes**

**Appendix B: PE Kit Expectations**

This appendix should be read in conjunction with section 6 of this policy.

<b>Compulsory items - only obtainable from Stevensons</b>	
Polo Shirt	Light blue with navy blue trim and school logo
Skort <b>OR</b> Shorts	Navy blue with light blue trim
Midlayer	Navy blue with light blue trim and school logo

<b>Compulsory items - may be obtained from an alternative provider</b>	
Sports Leggings	Navy blue sports performance leggings
Hockey Socks	Navy and Light blue
Ankle Socks	White sport socks
Trainers (with laces)	Multi-purpose sport trainer, not fashion trainers
Mouthguard	For safety reasons, it is compulsory for students to wear a mouthguard in hockey lessons
Shin Pads	For safety reasons, it is compulsory for students to wear shin pads in hockey and football lessons
One Piece Swimsuit	Any colour
Sports Bag	Draw string or other suitable style that will fit in a locker and be easy to carry

<b>Optional items - only obtainable from Stevensons</b>	
Tracksuit Trousers	Navy blue with light blue trim
Rain Jacket	Navy blue with light blue trim and school logo

<b>Optional items - may be obtained from an alternative provider</b>	
Sports Base Layer	Navy blue
Swimming Hat	Any colour

**Appendix C: 6<sup>th</sup> Form Dress Code**

**The following Items are not permitted in 6<sup>th</sup> form:**

- Leggings
- Ripped or frayed jeans
- Thin strap tops, or tops that expose the midriff or cleavage
- Flip flops or open toed sandals
- Shoes with a heel that is higher than 5cm
- Dresses, skirts or shorts that are shorter than 5cm above the knee
- Facial jewellery, apart from a single nose stud
- Non-natural hair colours
- Anything deemed inappropriate by the sixth form team

#### **Appendix D: Permissible jewellery and religious adornments**

Pupils may wear a single plain stud in each ear lobe and a watch but no further jewellery is permitted, unless permission has been sought. Permissible jewellery should be removed for PE and practical subjects for health and safety reasons; this is to keep both the student and other students safe. Practical subjects are Design Technology (including food technology and textiles), Art, Science and PE.

It is strongly advised that any type of jewellery or adornment is not worn to school. However, where for cultural or religious reasons the removal of jewellery or adornments is not possible, parents and carers should in the first instance contact the school to communicate the reason or reasons why the item cannot be removed. Students will be asked to use surgical tape, or a sweat band to cover the item in all the practical subjects listed above. Tape should be a neutral colour and sweat bands may only be black or blue.