

THE NICHOLAS HAMOND ACADEMY

Uniform Expectations

Why do we have a uniform?

At The Nicholas Hamond Academy, we wish to maintain high standards, including those referring to clothing and appearance. Uniform is seen as being important for many reasons;

- to promote a sense of belonging to the academy
- to reduce the otherwise very noticeable differences owing to the parent/carers' financial situation
- to reduce parental expenditure when compared with the cost of frequent replacement of items of fashion clothing
- to help the academy establish its place in the community
- to simplify and reduce the teachers' task in assessing and correcting what is acceptable.

Parental support in implementing the uniform/appearance policy is vital.

We are sure that you will support us in insisting on the highest standards of smartness, cleanliness and pride in personal appearance for your child. We expect our students to attend the academy wearing the correct dress, detailed in this booklet, and we reserve the right to withdraw students from circulation such as at break and lunchtime or place them in isolation until their appearance is acceptable.

If there is an emergency or problem with an item of uniform, we would ask you to send a note of explanation.

All items of uniform are available on-line from Anglia Sports & Schoolwear Ltd via our website: <http://www.tnha.org.uk/> under the parent tab – uniform and equipment.

Other suppliers are available for items such as trousers and shirts at a cheaper cost, however please read the 'Buying with Confidence section' on page 9 to ensure these comply with our uniform expectations.

The Academy Uniform must be worn correctly at all times. All clothing should be clean, smart and marked with the student's name.

This policy should be read in conjunction with the 'Buying with Confidence section' on page 9, which gives greater clarity and detail for parents/carers wishing to have peace of mind when purchasing non-school-issued items.



Uniform requirements for all students

- The Nicholas Hamond Academy Blazer with pre-embroidered academy badge (available only via the academy website).
- Plain black, formal trousers. These should display a sharp crease front and rear. Additional pockets or zips are not permitted. Belts must be plain black leather or leather-look with a discreet buckle. Tight or elasticated/stretch fit or fashion style trousers such as denim jeans, jean style trousers, narrow fitted trousers or cords are not acceptable. External jeans-style pockets on the rear of the trousers are considered informal and not acceptable. Zips/studs are not permitted on trousers. Please read 'Buying with Confidence section' on page 9.
- A plain white traditional long or short sleeved shirt with standard collar and white buttons. Shirts must be buttoned to the neck and tucked into trousers or skirts at all times. Epaulettes (or other non-formal attachments), fitted shirts, open-neck blouses, tee shirts or sports shirts are not acceptable.
- The Nicholas Hamond Academy navy V-neck jumper may be worn under the blazer during cold weather. No other garments e.g. cardigans, sweatshirts, hooded tops, coloured jumpers are acceptable.
- The Nicholas Hamond Academy tie should be worn long with small knot and touch the waist of the trousers. This is available via our academy website. From next academic year 2021-2022 should you need to buy a new tie for your child you will need to buy the following colours, not the current college colour.

Year 7 students to purchase a red tie

Year 8 students to purchase a red tie

Year 9 students to purchase a green tie

Year 10 to purchase a blue tie

Year 11 to purchase a purple tie

- Plain flat black shoes with an entirely leather or faux leather upper. Brogues, Oxfords, Loafers and Monk Straps are recommended. Fashion shoes including strapless shoes, open toe shoes, trainer style shoes, black trainers, plimsolls/canvas shoes or boots are not acceptable. Roll-up soles (trainer style) or high heels are not permitted. Shoes that display a logo or brand, or shoes with stitching that is not black, are not permitted. Shoes with trainer style brace patterns are not acceptable. Please see 'Buying with Confidence section' on page 9.
- Plain black socks long enough to cover the ankle completely. White, patterned or coloured socks or logos of any description are not permitted. Similarly, low-cut, no-show or liner socks are not appropriate school wear. Plain black tights are permitted.

Additional clothing including outdoor clothing

- A suitable rucksack or bag large enough to take A4 folders and a range of books should be used to carry equipment. Handbags or small side bags are not permitted and will be confiscated. These will be returned to the student or parent/carer at the end of the day.
- A plain (as much as possible) outdoor coat, with no attachments such as chains or studs may be worn over blazers. Hoodies, tracksuit tops or jumpers are not permitted and will be confiscated and returned to students or parents/carers at the end of the day.
- All outdoor clothing for example, coats, hats, scarfs and gloves must not be worn in the academy building and must be kept in student bags.

Jewellery

Students with pierced ears may wear one plain stud in each ear; facial or body-piercing is not permitted for reasons of safety. The academy is not an appropriate place to wear an excessive amount of jewellery therefore no rings, chains, tongue studs, body piercings or tattoos are permitted. Health & Safety requirements mean no jewellery may be worn in technology or P.E. lessons. The academy cannot accept responsibility for items of value lost under any circumstances. The following items are permitted, but must (for Health and Safety reasons) be removed during P.E. lessons and all other practical lessons. The following may be worn.

- a watch
- a medical bracelet or neckless (chain and small pendant) can be worn, but not seen.
- a small stud earring in each ear (no hooped or drop earrings)

Should a student decide to have a piercing this must be done at the beginning of academy holidays as they will be required to take these out for practical subjects such as P.E. New piercings may heal up within this time and we would not want students to miss out on learning or parents/carers to lose money.

Make-up and Hair Fashions

Extreme hair fashions, such as shapes, extreme changes in length or letters cut into the hair are not permitted. Dyed unnatural colours, beaded hair and totally shaved heads are strictly forbidden. This includes eyebrows.

Headwear may be worn for cultural or religious reasons. It should cover the hair only and never the face. It should not extend beyond shoulder length and must not cover the academy logo or tie. All hair adornments (including clips, slides, 'scrunchies', Alice/hairbands) must be discreet, not overtly patterned or jeweled and in academy colours (Navy, Black, Red or Green) if worn.

Facial hair must be trimmed short and smart at all times.

Make-up should be natural looking. No false nails or eye lashes. Nails should not be painted and the length should not have a negative impact on the students' school life and should be cut to a sensible length.

Procedures for non-compliance

At the beginning of the school day students will complete a morning standard's check. Within this time students' uniform will also be checked. If a student attends The Nicholas Hamond Academy with incorrect uniform, then the following actions will be taken:

- If a student is wearing incorrect uniform, (for example trousers, shirt, shoes) then parents/carers will be contacted to notify them and ask to bring in the correct items of uniform. If this cannot be done then students will be required to wear loaned uniform or be removed from circulation for the day.
- If there is an emergency, such as school shoes have broken the day before or trousers have split, then students must obtain a note in their planner from their parents/carers to explain the circumstances for which the student is not wearing the correct uniform. Where possible students will be given uniform to borrow and this must be worn by the student. Refusal to wear this will result in the student being isolated. All uniform is cleaned between loans.
- If this is not possible then a student will be given a uniform pass. In both circumstances replacement or correct items of clothing must be purchased within 48 hours. If you have any financial difficulties or this presents a problem you must speak with the Head of Year whom will liaise with the Assistant Principal to help rectify this issue where possible.

In some situations, students may be asked to go home to rectify the issues. In this case best effort will be made to inform the parent/carer beforehand. Government guidance states that a Principal or others acting on their behalf may ask a student to go home to rectify the breach of academy rules on appearance. The student will be expected back into the academy as soon as possible in the correct uniform.

In the case of unnatural make-up students will be asked to remove make up to a 'natural' look or completely. Refusal to do so will result in a student being isolated or having their social time taken away from them, including immediately after school.

Should a student be found to have jewellery that is not permitted then they will be asked to remove it and it will be confiscated. The academy take no liability for lost or damage to any items that have been confiscated. Items will be returned to the student at the end of the academy day. Should a student breach this rule again then items will be confiscated and parents/carers will be asked to come into school and collect the items from reception.

Should continued uniform infringements occur then students may be placed into isolation for a period of time. They may also receive other behavioural sanctions in line with the school behaviour policy. Parents/carers may be required to come into school to discuss any continued issues and students may be placed on a uniform report.

Items of Uniform

- Navy blazer with academy logo*
- Academy tie* (worn long with small knot and should touch the waist of the trousers)
- Navy academy jumper with gold neck detail*. This may be worn under the blazer during cold weather but never on its own.
- Plain black trousers of regular shape and formal design/fabric. Trousers should cover all of the leg and should not be tight fitting, stretch fabric or resembling jeans. Please see 'Buying with confidence' section for further guidance.
- Knee length skirt with logo*
- A formal plain white, long or short-sleeved shirt. This must be worn buttoned at the neck and tucked in at all times.
- Black plain leather or faux-leather shoes (no boots, trainers or training looking, canvas or logos). Please see 'Buying with confidence' section for further guidance.
- Plain black socks, these must cover the ankle. Black or flesh coloured tights may be worn. Trainer socks or sock liners are not permitted.
- Black, plain belt. No large buckles are permitted.



* These items are available via our website only. Please note all items of uniform can be purchased via the school website. Items not indicated with a * can be purchased from other retailers and a lower cost.

PE Uniform

Top Half:

(Compulsory)

Black Academy Sports Top



Bottom Half:

(Students must have one of the below options)

Black Skort

Black Shorts



Socks:

(Students must have one of the below options)

Black football/hockey socks

or: white ankle socks

(If students intend to represent the academy both of the above options are compulsory)



Outer Layers:

(Students must have one of the below options)

Black Academy Hoodie

Black Academy ¾ zip up Top



Optional Additional Layers

Black tracksuit bottoms (plain)

or: Black leggings (plain) please note shorts or a skort must be worn over leggings.



Sensible trainers are compulsory.

PE. Uniform

All P.E. uniform can be purchased via our website via this link: <http://www.tnha.org.uk/uniform-and-equipment.html>

Shin pads should be worn when representing the academy in Football and Hockey fixtures and gum shields in Rugby and Hockey. These can also be used in lessons and are available to purchase via the Anglia Sportswear link. Students are expected to bring P.E. Kit to all P.E. Lessons. If a student is injured they are expected to produce a note from parents/carers. They will still be expected to change into their full P.E. kit and take part in alternative roles such as official, coach and/or organiser. We accept that on occasions students may forget their P.E. kit. In this situation they are expected to borrow kit for the lesson from the P.E. Department.

Ready to Learn

To be ready to learn students should carry a school bag holding the following essential items of equipment:

- writing pens, black or blue and purple (more than one)
- pencils
- ruler
- eraser

Optional items include:

- glue, stick type
- coloured pens/pencils
- compass – students in examinations years must have a calculator
- protractor – students in examination years must have a protractor
- highlighters
- calculator – students in examination years must have a calculator

Buying with confidence

Shops selling items of uniform such as trousers and shoes often label their goods as 'school uniform' or 'school wear'. However, please be aware that sometimes the style and/or fit of the products labelled in this way do not always meet our expectations.

We will require items of uniform that do not match the styles of skirt or trousers shown on our supplier's website and outlined in our uniform policy, be exchanged or replaced.

To be certain that the items bought are appropriate, please refer to our uniform expectations and the supplier's website before shopping. Below is further guidance on the most common purchase that often have to be changed or do not meet our uniform standards to help you buy with confidence.

Uniform Trousers

- Plain black, formal straight fit style trousers. These should display a sharp crease front and rear and enough play in the material at the thigh and ankle to allow the trousers to hang correctly. The waistband must include belt-loops and a standard hook and eye or button closure. Available from the school website.
- Please note: If trousers are elasticated or stretch fit material and are tightly fitted, then they are not appropriate for school. Fashion style trousers such as denim jeans, jean style trousers, narrow fitted trousers with a heavily tapered leg, are not acceptable. Additional pockets or zips are not permitted. External pockets on the rear of trousers will be considered jean-style and not permitted to be worn.



Shirts

- A plain white traditional long or short-sleeved shirt with standard collar and white buttons. Shirts must be buttoned to the neck and tucked into trousers or skirts at all times. Available from the school website. Epaulettes (or other non-formal attachments), fitted shirts, blouse style shirts, tee shirts or sports shirts are not acceptable. Linen and other types of fabric that are non-cotton or cotton-blend are not permitted.



Formal Shoes

Plain flat black shoes with an entirely leather or faux leather upper. Brogues, Oxfords, Loafers and Monk Straps are recommended.

- All shoes must have a closed-toe without excessive beading or decoration.
- Trainer-style shoes (sometimes with Logos, labels and brace stitching patterns), Beetlecrushers, canvass ballerina, high heels or any type of boot (including DM style) are not acceptable.
- Shoes that display a logo or brand on the upper, brace patterns or shoes with stitching that is not black, are not permitted.
- Be aware that Velcro-fastenings are very often found on styles that may have been acceptable in Primary Schools but are not at The Nicholas Hamond Academy. Please check first.
- Ankle boots are not acceptable.

The Nicholas Hamond Acceptable Shoes guide (example list and not exhaustive)



The Nicholas Hamond unacceptable Shoes guide (example list and not exhaustive)



Unacceptable shoes continued...

Material other than leather/faux leather on the upper

Stitching and brace patterns similar to trainers or other leisure shoes



Roll-up soles



Logos/
tags/labels

Frequently asked questions.

What happens if I cannot send my child into the academy with correct uniform despite making every attempt to do so?

If for any reason an item of uniform is damaged and cannot be worn, a note from a parent/carer must be written and shown to the Form Tutor or Year team. We will allow 48 hours* for the item to be replaced. If the item has not been replaced within 48 hours the student may be removed from general circulation. Students are also expected to wear loan items (blazers, ties, socks) if requested. Any parent/carer experiencing severe financial hardship should contact their Key Stage Leader.

* Exceptions to the 48-hour rule include easily avoidable issues such as wearing brightly coloured socks, excessive make-up or not being able to find items of uniform through disorganisation. In such instances, a student would be given alternatives to wear (when available) or removed from circulation.

My child has a medical condition that makes wearing uniform hard

Upon presentation of medical evidence and following discussion with the Head of Year and Assistant Principal, adjustments may be made to accommodate students with medical issues. Wherever possible, we would seek alternatives that allow for the student to feel as comfortable as possible whilst not standing out significantly from peers.

Why don't you allow certain hairstyles or fashion items in school?

We would like to cultivate an atmosphere where individuality and depth of character are expressed through academic and social creativity rather than appearance. Although allowing children to follow trends might seem harmless, it can have negative consequences for those who cannot afford the latest fashion items or whose parents/carers maintain stricter control over appearance. Many parents/carers do not wish to send their children into an environment where the latest superficial and costly trends are permitted. The associated pressure to copy these can be a source of unnecessary anxiety, conflict with peers and family and, sadly, bullying. We also believe strongly that the tradition of uniform cultivates a stronger feeling of community, togetherness and high standards.

The presentation of the students also reflects the reputation and standing of the academy in the wider community. It is a parent/carers' right to choose the school their child attends. At The Nicholas Hamond Academy we are clear that the menu on offer is one of high standards of dress, conduct and learning. A student who deliberately lowers standards has a detrimental impact not only on themselves, but also every other student.

Appearance doesn't affect learning, why are you doing this?

We disagree with this statement. Dressing formally is part of a learning process in readiness for adult life which is why we also have a dress code for staff. Regardless of which career or pathway our students chose, they will benefit from understanding that formal environments require a different standard of dress than informal environments. School is a formal environment. Our collective experience of working in many different schools and over many years, has demonstrated that poor academic outcomes generally go hand in hand with a wider culture of low expectations and poor conduct.

What will happen if my child refuses to follow the academy expectations?

We will contact you so that you can put in place the required support from home. In the academy, choosing not to follow our simple guidelines regarding uniform and hairstyle will initially result in the loss of social time for the student. Year Teams will decide upon further action if the matter cannot be rectified in the short term. You will be informed of the concern and of the action being taken.

Should there be continued refusal to meet our expectations, further sanctions will be put in place.

My child cannot wear school shoes as they have an injury.

Upon medical evidence being issued to the Year Team the student will be given a uniform pass. This will be reviewed weekly unless a timeframe is stated within the medical letter. Students must wear their school shoes if they do not have a medical note. School shoes are often the most supportive footwear and will not affect a child whom has a minor injury.