



School Uniform Policy

Approved by:	Trustees	October 2024
Last reviewed:	October 2024	

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Our Vision and Ethos

Nishkam schools are Sikh ethos multi-faith or faith ethos schools that take a distinctive approach to many traditional faith schools. The Nishkam School's Multi-Academy Trust education model is led by virtues such as, compassion, humility, service, contentment, optimism, trust and forgiveness. Virtues are prevalent throughout our teaching and learning model and are modelled by our pupils, staff and teachers. Our pupils explore the divine context of humanity and wonder of all creation and also learn from the wisdom of all religions and in doing so explore the infinite human potential to do good unconditionally. We support all pupils and staff to develop aspects of their own religious, spiritual or human identities. In service of God, we pray for guidance in this endeavour and forgiveness for the errors we may make.

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:
- 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 Leader 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 for example.
- 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 and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling 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 school uniform

4.1 Our school's uniform

Primary Phase	Uniform	Items available from My Uniform Hub	Available from other retail outlets e.g. supermarkets
Girls; Compulsory	School regulation blazer (mid-grey, red trim, and school crest)	✓	x
	School tie	✓	x
	School regulation jumper/cardigan (red with school crest)	✓	x
	Grey pinafore/skirt (below knee length) /trousers (mid-grey)	✓	✓
	Any religious head covering to be of mid-grey colour	✓	✓
	White shirt or blouse	✓	✓
	Grey tights/socks	x	✓
	Black shoes	x	✓
	Reading bag with school crest	✓	x
Summer Uniform	Red gingham dress	✓	✓
	White tights or white socks	x	✓
Boys Compulsory	School regulation blazer (mid-grey, red trim, and school crest)	✓	x
	School tie	✓	x
	School regulation jumper (red with school crest)	✓	x
	Dastaar/Patka for all keshadari Sikh students and all other head coverings	✓	✓

	to be of a mid-grey colour although white is also allowed.		
	White shirt	✓	✓
	Mid-grey trousers	✓	✓
	Black shoes	x	✓
	Reading bag	✓	x
	Grey socks	✓	✓
Summer Uniform	Grey shorts	✓	✓
Boys/Girls PE; Compulsory	White polo shirt (school crest)	✓	x
	Black sweatshirt (school crest)	✓	x
	Black track suit bottoms/shorts	✓	✓
	Black pumps or trainers	x	✓
	PE bag with school crest	✓	x
Optional	Scarf with school crest	✓	x

Secondary Phase	Uniform	Items available from My Uniform Hub	Available from other retail outlets eg supermarkets
Girls Compulsory	School regulation blazer (mid grey, gold trim and school crest)	✓	x
	School tie	✓	x
	School regulation jumper (mid grey, gold trim with school crest)	✓	x
	School regulation Skirt (below knee length)/trousers (mid grey)	✓	✓
	Chunni (head scarf) for Sikh students during prayer (mid grey)	✓	✓
	White shirt or Blouse (white)	✓	✓
	Tights/socks (mid grey)	✓	✓
	Formal shoes (black not patent, no trainer-like shoes, no logos), no heels	x	✓
Boys/Girls Compulsory	<u>Nishkam School West London:</u> Bag or rucksack with school crest	✓	x
Boys Compulsory	School regulation blazer (mid grey, gold trim and school crest)	✓	x
	School tie	✓	x
	School regulation jumper (mid grey, gold trim with school crest)	✓	x
	Dastar for all Keshadari Sikh students (mid grey) although white is also allowed	✓	✓
	Shirt (white)	✓	✓
	Trousers (mid grey)	✓	✓

	Socks (mid grey)	x	✓
	Formal shoes (black not patent, no trainer-like shoes, no logos)	x	✓
	<u>Nishkam School West London:</u> Bag or rucksack with school crest	✓	x
Boys/Girls PE; Compulsory	<u>Nishkam High School Birmingham:</u> Polo t-shirt with school crest according to form: Yellow ('Compassion'); Red ('Truth'); Green ('Contentment'); Blue ('Humility') Purple ('Love')	✓	x
	<u>Nishkam High School Birmingham:</u> Black sports shorts	✓	✓
	Sweatband with school Crest. For Sikh pupils the sweatband should cover the kara during PE. Please note only one slim kara is permitted to be worn and should not exceed 7mm in width.	✓	x
	Sports trainers (not pumps, converses or high tops)	x	✓
	<u>Nishkam School West London:</u> Games kit polo shirt with school crest Games kit shorts/skort with school crest Games kit socks	✓	x
	<u>Nishkam High School Birmingham</u> - Black tracksuit bottoms - Grey sweatshirt with or without school crest - Gum shield and shin pads for required sports - Black long football socks	✓	✓
Boys/Girls PE; Optional	<u>Nishkam School West London</u> - Games kit track bottom - Games kit zip top with school crest	✓	x
	<u>Nishkam High School Birmingham</u> Bag or rucksack with school crest	✓	x
Optional	Scarf with school crest	✓	x

Sixth Form

The sixth form uniform is based on professional business attire. It is **compulsory to wear appropriate Sixth Form clothing** on the journey to and from school and during the school day.

Uniform for 6th Form girls	Uniform for 6th Form boys
<ul style="list-style-type: none">• Smart trousers/ knee length or below skirts (or suit)• Collared work shirt or smart top• Smart work shoes or boots; no trainers, flip-flops, or similar.• Tights should be plain and opaque (no patterned tights).• <i>Chunni</i> (head scarf) for Sikh students during prayer.	<ul style="list-style-type: none">• Smart Trouser and blazer (or suit)• Collared work shirt and optional tie• Smart work shoes; no trainers.• <i>Dastaar</i> for Keshdhari Sikh students.

The school reserves the right to send home any student who fails to meet these standards.

Additional notes:

- Trousers must be full length and tailored style, no leggings or shorts allowed. Denim is not permitted.
- Skirts must be of a modest length and allow freedom of movement around school.
- Tops must be of a suitable, non-see-through material with a modest neckline. Length must ensure complete covering of midriff.
- Footwear must be suitable to maintain work appearance. (Trainers are not permitted; heels should be modest of height).
- Sixth Formers may wear earrings, they may also wear a small nose stud (not a hoop). No other visible piercings are permitted.

The following may not be worn;

- Hoodies
- Jumpers that can not be worn under suit jackets
- Trainers, canvas shoes, pumps or flip flops
- Outdoor clothing must be worn in school, suit jackets must be worn at all times in the main school building.

Supporting to wear the Dastaar

All keshdhari male Sikh pupils, (and optionally for female pupils) are required to wear the dastaar from year 7 to year 13. Please start practicing with your child as early as possible and at least by the beginning of the summer break. Please let us know if you require specific support to help your child learn to tie the dastaar when school starts.

4.2 Articles of Faith

Please refer to the **Sikh Articles of Faith Policy for Amritdhari pupils**.

4.3 Jewellery

In the interests of safety, pupils should not wear jewellery as these items can easily become entangled and therefore present a health and safety risk.

To reflect any professional working environment, Students may wear simple stud earrings, one in each ear.

4.4 Pupils should not come to school wearing any of the following:

- Skirts above the knee length
- Pencil skirts
- Jeans or skinny trousers
- Leggings (or similar)
- Patterned or “fishnet” tights; only plain grey tights with the school skirt will be permitted
- Boots, flip flops, trainers – there should be no sports logos on any shoes
- Jewellery including bracelets, necklaces, wristbands, non-ear piercings. Stipulated articles of faith may be worn
- Earrings other than simple studs, or multiple pairs of earrings
- Make up
- False eyelashes
- Acrylic nails, nail gels, nail colouring and varnish
- Hoodies, denim jackets, leather jackets or tracksuit tops worn as an outside jacket
- Extreme hairstyles (Mohawks, tramlines, shaved patterns, hair less than grade two, unnatural hair dye colours).

4.5 Where to purchase it

Website:	www.myuniformhub.com	Opening Hours:
Address:	70b Soho Road, Handsworth, Birmingham, B21 9BH	Monday to Friday 10am – 4.30pm Saturday 11am – 2pm* *only in the summer period. Sunday's Closed
Telephone:	0121 551 7719	

Please contact the school office to enquire about recycling items of school uniform.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (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)
- Pupils are also expected to contact the School Leader if they want to request an amendment to the uniform policy in relation to their protected characteristics.

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 Leader 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 School Leader if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with using the Behaviour 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.

5.4 Local Advisory Body

The Local Advisory Body 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 every three years by the Executive Team. At every review, it will be approved by the Trust Board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy
- Sikh Articles of Faith policy.