



# School Uniform Policy

<b>Approved by:</b>	Trustees	<b>Date:</b> July 2023
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## **Our Vision and Ethos**

Nishkam schools are Sikh ethos multi faith schools that take a distinctive approach to many traditional faith schools. The Nishkam School 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 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 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
<b>Girls; Compulsory</b>	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
<b>Summer Uniform</b>	Red gingham dress	✓	✓
	White tights or white socks	x	✓
<b>Boys Compulsory</b>	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	✓	✓
	White shirt	✓	✓

	Mid-grey trousers	✓	✓
	Black shoes	x	✓
	Reading bag	✓	x
	Grey socks	✓	✓
<b>Summer Uniform</b>	Grey shorts	✓	✓
<b>Boys/Girls PE; Compulsory</b>	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

<b>Secondary Phase</b>	<b>Uniform</b>	<b>Items available from My Uniform Hub</b>	<b>Available from other retail outlets eg supermarkets</b>
<b>Girls Compulsory</b>	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	✓
<b>Boys/Girls Compulsory</b>	<u>Nishkam School West London:</u> Bag or rucksack with school crest	✓	x
<b>Boys Compulsory</b>	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
	Dastaar for all Keshadari Sikh students (mid grey)	✓	✓
	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
<b>Boys/Girls PE; Compulsory</b>	<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 schoolcrest	✓	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
<b>Boys/Girls PE; Optional</b>	<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	✓	✓
	<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.**

To wear professional business attire.

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

Additional notes:

- Trousers must be full length and tailored style, no leggings or cropped trousers or shorts allowed. Material should be plain – no denim allowed.
- 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 – no trainers. Heels should be appropriate and small.

In order to maintain an appropriate dress code whilst allowing our Sixth Form students the privilege of wearing their individual choice of suit, and access to a modern working wardrobe, the school reserves the right to send home any student who fails to meet our standards. It is suggested that students studying Art or Design courses wear an overall or apron in order to protect their clothing.

It is **compulsory to wear appropriate Sixth Form clothing** on the journey to and from school and during the school day. Failure to adhere to the policy is serious and will be addressed through the school's behaviour protocols.

### **Supporting to wear the Dastaar,**

All keshadari male Sikh pupils, (and optionally for female pupils) are required to wear the dastaar for year 7 and above. 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.

Here are some videos made by others, that may help as a guide initially.

<https://www.youtube.com/watch?v=5Jar0Pzuehl>

<https://www.youtube.com/watch?v=wYgRibSS6Vo>

<https://youtu.be/nkXQZitIDPo>

## **4.2 Articles of Faith**

As a school, we encourage pupils to wear their 'articles of faith' (as specified by an appropriate religious authority). The school ethos is designed to:

- Encourage and value the religious practices of pupils and staff whilst ensuring the health and safety, and wellbeing of all pupils and staff.
- Support the practice of religious understanding and harmony within schools serving diverse religious and ethnic communities.
- Meet the requirements of the law and government guidance on the wearing of the Sikh articles of faith in the workplace and public spaces (such as Equalities legislation, Health and Safety practices and school policies).
- If your child is an *Amritdhari* (initiated) Sikh, please kindly:
  - inform us by completing the 'Article of Faith' form, to help us support his/her journey through the school.
  - read the 'Articles of Faith' policy together with your child, to help understand his/her responsibilities in school.
  - be guided that, a *Kirpan* should be worn under the shirt or blouse.
  - consider, if your child is under the age of 11, for him or her to wear a small kirpan around the neck. Parents/ carers or pupils wishing otherwise should discuss this with the school leader on a case-by-case basis.
- During contact sport in secondary schools (football, rugby, basketball, netball, hockey) and all sports in primary schools and swimming, we, the school, will provide a specifically designed small kirpan secured and cushioned within a sports belt to wear as an alternative. The pupil's personal kirpan should kindly be removed by the pupil and placed in a specifically designed kirpan box provided by the school and left with staff in a predesignated space. It will be important that the sanctity of the kirpan is maintained in doing so.
- During P.E times and during any other physical activity, the Kara (steel bracelet) should be covered with a sweatband.

### **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.

**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).

**4.3 Where to purchase it**

<b>Website:</b>	<a href="http://www.myuniformhub.com">www.myuniformhub.com</a>	<b>Opening Hours:</b>
<b>Address:</b>	70b Soho Road, Handsworth, Birmingham, B21 9BH	Monday to Friday 10am – 4.30pm Saturday 11am – 2pm* *only in the summer period. Sunday's Closed
<b>Telephone:</b>	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 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)
- 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 Governing Body**

The Local Governing 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