



## Northgate High School Uniform Policy 2025-2026

<b>POLICY</b>	School Uniform Policy 2025-26
<b>STATUS/DATE OF THIS VERSION</b>	September 2025
<b>APPROVED BY</b>	Board of Trustees
<b>RATIFIED BY</b>	Trust Board
<b>REVIEW</b>	September 2026

This policy is operated by all the schools in Unity Education Trust (as listed below).

**Any queries about the policy should be directed, in the first instance, to the Headteacher/Head of School:**

- Beeston Primary School
- Garvestone Primary School
- Grove House Infant and Nursery School
- King's Park Infant School
- Northgate High School and Dereham Sixth Form College
- The Pinetree School
- Unity Pathfinder Schools
- Unity Compass Schools
- Churchill Park Academy
- Greyfriars Academy
- Highgate Infant School
- King's Oak Infant School
- Wimbotsham and Stow Academy
- Magdalen Academy
- St German's Academy

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### 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

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 have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment

- Allow pupils to wear headscarves and/or other religious garments
- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to contact Mr A Darlow (Assistant Headteacher) who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

### **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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 items with distinctive characteristics to low-cost and/or long-lasting items
  - 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/carers to acquire second-hand uniform items
  - Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
  - Consulting with parents/carers 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**

Compulsory gender neutral uniform which all pupils must have available to them:

- Black school trousers ○ We deem school trousers to have either a clasp or button on the front with a zip fly or an adjustable/elasticated waistband. Trousers should contain no more than 2% elastane.
- Blue polo shirt (Northgate logo)
- Black school blazer (Northgate logo)
- Black footwear

We also recommend students have a sturdy bag to carry any belongings and a suitable warm waterproof coat.

In addition to the compulsory uniform we also allow some **optional items**. Optional items are at the discretion of the school and can be removed as an option if not worn correctly:

- Black school jumper (Northgate logo) – This must be worn in addition to a Blazer
- Black school shorts (Northgate logo)
- Black School skirt (Northgate logo) [Phased out during the 2024-25 Academic Year]

In terms of jewelry the school takes no responsibility for any items brought into school by the students. For any student that wishes to wear jewelry, for clarity we advise:

- A maximum of one ring per hand
- A maximum of one earring per ear (studded not hooped)
- A maximum of one necklace (worn under the polo shirt)
- Any nose piercings must be with a clear plastic retainer
- A watch (this must not be a smart watch)

Items that are not accepted as Northgate High school uniform are:

- Leggings/Jeggings/Jeans/Tracksuit bottoms
- Hoodies (including “Tech” fleeces) or non school sweatshirt/jumpers
- Fake Nails – including but not limited to extensions and acrylics • Fake eyelashes, excessive make up or unnatural hair colour

#### 4.1.1 Our School’s PE Kit Compulsory

items:

- PE Polo top (Northgate logo)
- Black shorts
- Trainers (No black soles)
- Blue football socks

Optional items

- Plain black sports leggings or tracksuit bottoms
- Black school jumper (Northgate logo)
- Plain black base layer
- Studded football/rugby boots

- Shin pads and gumshield

In the interests of health and safety all jewelry must be removed prior to taking part in physical activity and any long hair must be tied back

#### **4.2 Where to purchase it**

Our uniform is available to purchase at Birds of Dereham but this is not the sole supplier and items can be purchased elsewhere with the school logo embroidered on afterwards where applicable. An example of this would be the range of sensory friendly uniforms available at retailers such as M&S and Asda.

We have a very limited stock of second hand uniform. With this in mind we accept donations of second hand uniform, washed to reception. If you require support with the purchase of school uniform please contact reception so we can best direct your question.

### **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 Mr A Darlow (Assistant Headteacher) if they wish 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/carers are also expected to contact Mr A Darlow (Assistant Headteacher) 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/carers 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/carers 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 Senior Leadership team if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by using the Attitudes to Learning 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 Governors**

The Trust 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/carers 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 annually by Headteachers. At every review, it will be approved Trust Standards Committee on behalf of the Trust Board.

## **7. Links to other policies**

This policy is linked to our:

- Attitudes to learning Policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy



# NORTHGATE SCHOOL UNIFORM

**COMPULSORY**



ROYAL BLUE POLO SHIRT WITH EMBROIDERED SCHOOL LOGO

BLACK BLAZER WITH EMBROIDERED SCHOOL LOGO



A BAG TO CARRY PE KIT, BOOKS AND STATIONERY



PLAIN BLACK SENSIBLE SHOES OR BLACK TRAINERS - NO LOGOS OR 'TAGS'



PLAIN BLACK OR WHITE SOCKS UNBRANDED



BLACK SCHOOL TROUSERS WITH A CLASP/BUTTON FRONT OR ADJUSTABLE WAISTBAND AND NO MORE THAN 2% ELASTANE



## PLEASE NOTE

- ✗ NO STRETCH MINISKIRTS / SHORT SKIRTS
- ✗ NO HOODIES/TECH FLEECE OR NON SCHOOL SWEATSHIRTS/JUMPER
- ✗ NO LEGGINGS/JEGGINGS/JEANS OR TRACKSUIT BOTTOMS
- ✗ NOSE PIERCINGS MUST BE WITH A CLEAR PLASTIC RETAINER
- ✗ NO FALSE EYELASHES , EXCESSIVE MAKE UP, UNNATURAL HAIR COLOUR
- ✗ NO COLOURED/FAKE OR ACRYLIC NAILS



# NORTHGATE SCHOOL UNIFORM

**OPTIONAL**



BLACK SWEATSHIRT WITH EMBROIDERED SCHOOL LOGO



BLACK SKIRT WITH EMBROIDERED SCHOOL LOGO  
NO SHORTER THAN KNEE LENGTH (2024/25 ONLY)



BLACK TIGHTS

BLACK TAILORED/BERMUDA SHORTS  
NO SHORTER THAN KNEE LENGTH WITH  
EMBROIDERED SCHOOL LOGO



## PLEASE NOTE

- ✗ IF OPTIONAL ITEMS ARE WORN INCORRECTLY THE OPTION TO WEAR THESE WILL BE REMOVED
- ✗ THE SCHOOL SKIRT IS BEING PHASED OUT DURING 2024/25. PUPILS CAN STILL WEAR THE SKIRT BUT IF WORN INCORRECTLY THE OPTION TO WEAR THIS WILL BE REMOVED EARLIER
- ✗ ONLY THE ITEMS SHOWN ARE PART OF THE SCHOOL UNIFORM. SCHOOL STAFF HAVE THE FINAL SAY WHETHER AN ITEM IS PART OF THE UNIFORM OR NOT



# NORTHGATE PE & GAMES KIT

## COMPULSORY

PE POLO SHIRT WITH NORTHGATE LOGO



BLACK SHORTS



BLUE FOOTBALL SOCKS

TRAINERS  
NO BLACK SOLES



SHIN PADS AND GUM SHIELDS



PLAIN BLACK TRACKSUIT BOTTOMS



BLACK SPORTS LEGGINGS



BLACK SWEATSHIRT WITH EMBROIDERED  
SCHOOL LOGO



## OPTIONAL

STUDED BOOTS FOR  
FOOTBALL/RUGBY



PLAIN BLACK BASE LAYER



## PLEASE NOTE

✗ NO JEWELLERY OF ANY KIND

