



# NORTH BIRMINGHAM ACADEMY

## UNIFORM and EQUIPMENT POLICY

### 1. Uniform

Our uniform is important in contributing to the ethos of the Academy and in setting an appropriate tone. It supports positive behaviour and discipline; encourages identity with, and support for, the academy. Wearing a uniform ensures students of all races and backgrounds, feel welcome and promotes good relationships between different groups of students. It protects students from social pressures to dress in a particular way; and nurtures cohesion.

It is our policy that all students wear clothing in line with the information below when attending the academy, on the journey between home and the academy and when participating in an academy-organised event outside normal hours, unless it is decided by staff that uniform is inappropriate due to the nature of the visit, in which case, parents will be informed in writing prior to the visit.

The uniform has been chosen by students and parents after extensive consultation. We have ensured that it is affordable and is cost effective. Nevertheless, the cost of a uniform should not stop parents from sending their child to the Academy and advice on financial support is given when necessary, from our ECM Manager.

#### Boys:

- ◆ Black blazer with trim, academy badge
- ◆ White shirt (regulation short/long sleeves)
- ◆ Academy Tie
- ◆ NBA V-neck black sweater with logo
- ◆ NBA Reversible Coat
- ◆ Dark black tailored trousers
- ◆ Sensible Black shoes
- ◆ 1 plain ring with no setting
- ◆ 1 watch

#### Post 16

- ◆ Black or Dark Grey tailored trousers OR suit
- ◆ Black, Lilac or White tailored business shirt
- ◆ NBA Tie
- ◆ NBA black sweater or cardigan with small logo

#### Girls:

- ◆ Black blazer with trim, academy badge
- ◆ White shirt and Academy tie - KS3 Girls
- ◆ White opened neck NBA shirt - KS4 Girls
- ◆ NBA V-neck black sweater with logo
- ◆ NBA Reversible Coat
- ◆ Black skirt OR Black trousers
- ◆ Sensible low heeled black shoes
- ◆ Plain white socks or black tights
- ◆ 1 plain ring with no setting
- ◆ 1 pair simple ear studs or sleepers
- ◆ 1 watch

#### Post 16.

- ◆ Black or Dark Grey tailored trousers, skirt OR suit
- ◆ Black or Dark Grey Plain Pinafore (optional)
- ◆ Black, Lilac or White tailored business shirt
- ◆ Academy Tie (optional)
- ◆ NBA black sweater or cardigan with small logo

## **NB**

- ◆ Trainers are **NOT** allowed , except for P.E. lessons.
- ◆ Studs and sleepers are **NOT** allowed in any other part of the body.
- ◆ Extremes of hairstyle, especially those likely to cause offence to other members of the community, are not allowed. Students will be sent home until they conform
- ◆ Religious headwear **MUST** be black
- ◆ Caps and hoodies are **NOT** allowed upon academy site

## **Physical education**

We have consulted on our PE kit and chosen kit which is practical, comfortable, cost effective and appropriate to the activities involved.

### **Boys:**

- ◆ NBA sports shirt
- ◆ Black shorts
- ◆ NBA polo shirt with logo
- ◆ Black football socks
- ◆ Trainers
- ◆ Football boots
- ◆ Shin pads
- ◆ Black swimming trunks
- ◆ Towel
- ◆ Black Tracksuit bottoms

### **Girls:**

- ◆ NBA polo shirt with logo
- ◆ Black shorts
- ◆ Black socks
- ◆ Trainers
- ◆ Football boots (optional)
- ◆ Shin pads
- ◆ Black swimming costume
- ◆ Towel
- ◆ Black Tracksuit bottoms

**All kit MUST be clearly marked with the student's name**

### **3. Footwear**

All students must wear black shoes with no coloured or white piping or symbols

- a) Trainers must not be worn in the Academy. Black pumps will be issued for the day to any student not wearing the correct footwear.

### **4. Outdoor Wear**

It is not acceptable for outdoor coats, hats or gloves to be worn indoors, or be tied around the waist.

### **5. Make Up**

Make up is not allowed at all for students in Years 7-9, with for discreet makeup only for students in Years 10 and 11. Any student in Years 7-9 wearing make up or any student in

Years 10-11 wearing too much make up ( in the opinion of pastoral of the staff) will be asked to remove it. False nails are acceptable as long as they are in clear varnish and are trimmed short. Long false nails are not allowed for health and safety reasons.

## **6. Jewellery**

Jewellery must not be worn with the exception of a wrist watch and one pair of ear studs.

## **7. Hairstyles**

The Academy will take a strict line on inappropriate hairstyles and the following will not be allowed in school.

- a) A skinhead or completely bald cut. Hair can be cut to a number 2 length on hair trimmers
- b) No hair dyes or coloured hair braids and extensions will be allowed  
No shaved lines, patterns or symbols into the hair area  
Eyebrows that have been partially or shaved off will not be allowed  
All tied back hair should be tied with navy or white elastics that are discrete

## **8. Tattoos and piercings**

Students are not allowed to have piercings, apart from one small stud in each ear. Students who do not comply with this requirement will have to remove the jewellery. Students choosing to wear a tattoo must do so in a discrete place on their body which cannot be seen when wearing the Academy uniform.

## **9. Years 12-13**

In keeping with a modern sixth form the Post 16 students at North Birmingham Academy are permitted to wear their own choice of clothing in keeping with a smart, casual appearance. The Academy extends the students this privilege in line with the maturity expected of all Sixth Form students. There are occasions when Sixth Form students will be required to wear business dress (presenting to outside agencies etc) however students will be given ample warning of this expectation. In the past Sixth Form students have requested, and worked with staff to create, an agreed set of items of clothing that *should not* be worn, as shown below:

- Crop tops
- Vests
- Clothes that reveal underwear
- Clothes that reveal excessive amounts of flesh
- Excessively baggy trousers
- Torn clothing
- Mini skirts
- Hat or cap
- Sports shorts

Football shirts  
Clothes with offensive logos / images

## **10. Equipment**

All students must be properly equipped for the Academy so that appropriate learning can take place without disruption. The Academy will issue all children with a Planner to help with personal organisation. It is vital students bring correct equipment and have it with them at all times. All students must have:

A blue or black pen  
Pencil  
Ruler  
Rubber  
Pencil sharpener  
Their planner  
Appropriate books

A bag of a reasonable size to carry equipment and books to and from the academy (these can be purchased at a small cost through the academy)

Subject areas will issue your child with any specialist equipment required or basic equipment if necessary.

## **11. Breaching Uniform Policy**

Promoting a strong, cohesive, academy identity that supports high standards and a sense of identity among students. If some students look very different to their peers, this can inhibit integration, equality and the need to promote harmony between different groups represented in the academy. For this reason, students must comply with the Uniform and Policy will

If a student is not in the correct uniform they will be sent home to get changed, normally at the start of the day. This will be for no longer than is necessary to remedy the breach. This is not an exclusion, but an authorised absence. However, if the student continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the student's absence may be counted as unauthorised absence.

If students repeatedly fail to wear correct uniform, they will be detained at the end of the academy day. Suspension or expulsion from the academy are considered acceptable if a student's disregard of uniform policy is persistent and defiant.

## **12. Equality and discrimination**

In formulating our uniform policy, we have considered our obligation to promote equality of opportunity between students of different racial groups and our obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief.

We are sensitive to the need to adapt our uniform occasionally to meet the requirements of religious observance. However the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular manner and advice should be sought from Academy Pastoral staff as we also need to ensure health, safety and the protection of the rights and freedoms of others.

## **13 Home to school travel**

We encourage students to walk to school and have give consideration to this when determining the design and style of uniform.

We are not liable for property brought onto our premises. We are therefore not liable for students' bicycles being stolen or damaged by a third party and for this reason and because the immediate road ids an extremely busy one and not deemed safe by the Police for cycling, we do not allow students to bring bicycles onto the premises.

We are only responsible for safety on the school journey where we have specifically arranged transport.

**Approved by NBA Governing Body on:** .....

**Date of Next Review:** .....

**Lead Manager:** .....