

Uniform Policy

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1. Introduction

Every George Spencer student represents our ethos, values, and expectations, we want them to be a credit to themselves, and this includes wearing their uniform correctly and with pride as it demonstrates respect for our Academy. We therefore ask for parent/carer support in promoting the importance of uniform and appearance, as it is our belief that good presentation is an attribute essential for later life.

Our uniform expectations are outlined below:

- All students
- PE Kit
- Additional requirements
- Non-compliance with expectations

Our uniform suppliers and links to their website are found below. These are the shops where you can buy our logoed uniform items, they also sell other items that have the school logo on, these are not all compulsory items and non-logoed alternatives are available and acceptable, please see below for the compulsory items of uniform.

There are shops / stores that may sell items in their 'uniform' section, this does not mean they always meet the George Spencer Academy uniform expectations. When considering items from these stores please check they are compliant with the uniform expectations before purchasing.

Uniform suppliers:

Just Schoolwear - <https://just-schoolwear.co.uk/product-category/george-spencer-academy/>

Schoolwear Solutions by Morleys - [Home - New - Schoolwear Solutions](#)

Simply First Ltd - [School Uniform | Embroidery & Printing Services Nottingham | Simply First](#)

The following items are only available from our uniform suppliers:

- Blazer
- Tie
- Skirt
- PE ¾ zip top or GSA rugby top
- Black V Neck knitted Jumper (logo optional)
- PE White T-Shirt with Logo (optional)
- PE Training pants with logo (optional)
- PE Black shorts with logo (optional)
- PE Black sports leggings with logo (optional)

The following items can be purchased from a supplier of your choice:

- Shirts
- Socks
- Tights
- Trousers
- Plain black V Neck knitted jumper
- Plain white T-shirt
- Plain black PE Shorts
- Plain black tracksuit bottoms
- Plain black sports leggings (Lycra not cotton)
- Shoes (these must be in line with the Academy's expectations i.e., a proper shoe **(black polishable leather)**)

2. Uniform Requirements for all Students

2.1 Outdoor coats

- The outdoor coat should provide adequate protection against the weather.
- It should be a plain dark colour (black, navy, or dark grey).
- Denim and leather/imitation leather coats (including trim) are not allowed.
- Hoodies and track suit tops are not allowed

2.2 Headwear

- If a hat is required to provide protection from the weather, it must be **plain black or a dark colour** without a logo/decoration.
- Baseball **caps are not acceptable**, unless they are required on medical grounds. They need to be plain white or black. (The wearing of caps / hats will be permitted during extreme heat).
- Hats and hoods **must not be worn** inside Academy buildings, and hoods should only be worn outside the buildings during inclement weather.
- Items of headwear worn for religious reasons must be plain black or white.
- Plain black or dark coloured scarves can be worn during winter months; these must be removed when indoors. Balaclavas should not be worn.

2.3 Hair

- Hair should be of an appropriate style and length and natural in colour, including braids. (Hair should not be shorter than a grade 2, nor should it include tramlines or shaven designs)
- Our school champions the right of students to embrace all Afro-hairstyles. We acknowledge that Afro- textured hair is an important part of our Black students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.
- No hair accessories to be worn.
- When hair colour/style is deemed to be in contravention of this guidance, the student will be placed into isolation until this is addressed.

2.4 Make up

- Any make-up worn should be subtle and barely noticeable.

2.5 Nails and False eyelashes

- False/Gel nails are **not permitted**. Neither is any form of coloured nail varnish or covering.
- False eyelashes should not be worn.

2.6 Jewellery

- Students are encouraged to wear a watch, but restrictions around **smartwatches apply**, as per mobile technologies policy.
- For those with pierced ears, a **single pair of plain stud earrings** can be worn in the **lobe** of each ear, these **must** be removed for PE.
- **No other jewellery/piercings are allowed**, this includes additional earrings, stretchers, rings, necklaces, bracelets, nose studs, tongue/facial piercings, and any other body jewellery.
- If parents/carers wish their child to have a piercing, we ask that this is done at the start of the **summer** holiday, so it is fully healed by the start of the Autumn term.
- Items of jewellery worn for religious reasons should be plain and must be removed for PE.

2.7 Bags

- All bags should be plain.
- Students should have a backpack/rucksack/holdall/handbag which enables them to carry the necessary

- equipment for learning as well as books (A4 Size).
- Students should not have a handbag/fabric tote bag/purse.
- If a student cannot wear the correct Academy uniform and abide by the regulations for uniform and appearance, we would ask that parents/carers contact the relevant Pastoral Manager, in the first instance, to explain why this is the case. Please be aware that sending your child to the Academy in the incorrect uniform could result in them not being in lessons. The Academy will be the final arbiter on what is deemed acceptable as Academy uniform.**

The below can only be purchased from our uniform suppliers:

2.8 Blazer

- Must be worn as the top layer of uniform with only an outdoor coat worn over it.
- An outdoor coat cannot be worn instead of the blazer.
- Blazers should always be worn and worn properly (no sleeves rolled up). Teachers may give permission for blazers to be removed during lessons, these must be put back on before leaving the lesson. In addition, the only exception is in extremely hot weather conditions if the Principal makes the decision blazers do not need to be worn on a particular day.
- Students may have one school badge on their blazer's lapel, any extra badges on their school bag.

2.9 Tie

- Tied neatly to the collar.
- Six stripes should be clearly visible.

2.10 Skirt

- The GSA skirt with logo is compulsory for Y7 -11, if choosing to wear a skirt.
- The skirt must be of an appropriate length and not be altered at the hem.
- The skirt should **not be rolled** over at the waist.
- All fastenings should be concealed and not decorative.
- Fashion belts are not allowed, however a slim, plain black belt with a simple buckle can be worn.

The below items can be purchased from any supplier:

2.11 Black V Neck Jumper

- Plain black knitted V neck jumper (round neck jumpers or sweatshirts are not permitted)
- Can be worn as a layer between the blazer and shirt.
- The jumper must not be worn instead of a blazer.

2.12 Trousers

- Black full length formal plain trousers, they must have a straight leg and not be a skinny/tight fit or flared. Leggings should not be worn, this includes flared leggings.
- The trousers should touch the top of the student's shoe.
- To be worn at waist height.
- Any trouser pockets must be integral to the design of the trouser rather than formed from additional material stitched on afterwards.
- There should be no adornments such as additional stitching / zips / buttons / rivets, over and above those needed to fasten the trousers.
- A plain black belt with a simple, non-decorative buckle can also be worn.
- Jogging bottoms, shorts or leggings should not be worn under trousers.

2.13 White Shirt (e.g. Trutex)

- Must be a formal, long, or short sleeved shirt with a collar and buttons.

- Must always be buttoned to the collar and tucked in.
- Visible 'undershirts' are not allowed.

2.14 Socks/Tights

- Must be plain black
- If students wish to wear socks over their black tights these should be plain black, trainer style socks which cannot be seen.
- Leggings and footless tights are not permitted.
- Socks should be worn as ankle socks; knee-high socks are permitted.
- Over the knee socks or bed socks are not permitted.

2.15 Footwear

- All footwear for school should be shoes.
- Shoes must be **formal**, black leather, or imitation leather, **polishable** and plain in style.
- Shoes must be robust, provide adequate grip and protection against the rain
- Smart and polishable boots may be worn under trousers.
- The shoes must be black, this includes any stitching.
- Fastening should be simple and non-decorative e.g., plain metal eyelet holes for laces.
- The shoes must be waterproof/weather-proof.

The following are NOT acceptable

- No trainers, converse, trainer style or canvas shoes are allowed.
- Black sports trainers are not acceptable.
- Shoes should not have a logo or be an identifiable brand.
- Dr Marten boots, Ugg boots or walking boots are not permitted.
- 'Trainer style' shoes are not acceptable. No part of the shoe should come above the ankle bone.

Please see 'Appendix A' for examples of acceptable footwear and 'Appendix B' for non-acceptable footwear

Adverse weather conditions: Appropriate footwear such as wellington/walking boots may be worn when snow and ice are on the ground, but students should have their school shoes to change into when they arrive on to site.

The Academy will make adaptations to the uniform during periods of extreme weather and communicate these adaptations / changes to families and students.

3. PE Kit

- Red ¾ zip top or GSA Rugby shirt (can only be purchased from our uniform suppliers)
- Plain White t-shirt must be worn (t-shirts with logo available from our uniform suppliers – not compulsory)
- Plain black tracksuit bottoms, sports leggings and/or black loose-fitting shorts (no branding).
- Students are not permitted to wear cycling shorts, 'Nike Pro' style shorts or hot pants for PE.
- A logoed version of each is available from our uniform suppliers, they are not compulsory.
- Plain black or white sports socks (football socks when wearing shin pads)
- Trainers must be sport appropriate, (no Vans, Converse, Plimsolls, High Tops etc.)
- Studded footwear for Rugby and/or football on grass
- Additional winter attire encouraged: black gloves, black beanie hats and black base-layers
- In adverse heat a baseball cap, appropriate hat for sport, bearing no slogans may be worn when the teacher deems it too hot
- Optional: GCSE PE and Sports Leaders logo tops can be purchased and worn in PE lessons.

Bobbles/clips are required for all hair lengths where vision would be compromised, and all jewellery must be removed.

If students are excused from PE, then they must still bring their PE kit to change into so learning can continue in an alternative role and be **excused by a written note** to hand to the teacher at the start of the lesson.

Forgetting any part of their PE kit will result in kit marks being awarded, repeated offences will lead to sanctions.

It is strongly recommended by the Academy and the appropriate relevant bodies that gum shields, shin pads and studs are worn where appropriate for Rugby and Football.

4. Non-compliance with Expectations

4.1 Non-compliance with Academy Expectations

All students are expected to wear the correct uniform and to look smart both on the Academy site and within the community.

4.2 Wearing the correct items of uniform 'Incorrectly'

If a student chooses to wear their uniform incorrectly, they will be asked to rectify this by a member of staff. If students are seen twice, in any given week, with their uniform worn incorrectly, they will be issued 60-minute SLT detention on a Friday after school. If repeated escalated sanctions may occur for non-co-operation.

4.3 Wearing incorrect items of Uniform

Students will not be allowed to attend lessons if they are not wearing the correct uniform and may be removed from normal lessons to complete learning until this is rectified.

- Students are expected to correct their own uniform where appropriate e.g. removing jewellery/piercings, make up which is not 'subtle' or nail varnish which is not 'clear.' They can then return to lessons. The Academy will be the final arbiter on what is deemed acceptable as Academy uniform.
- When students are wearing an incorrect item of uniform, we will contact home where possible to arrange for correct uniform to be brought in or gain consent for the student to be allowed to go home to change.
- If this is not possible, we will endeavour to provide uniform from our suppliers for the remainder of the day. If, and when clean and suitably fitting uniform is provided, the expectation is that it will be worn.
- If the uniform issue cannot be resolved the student will work in 'Isolation' for the remainder of the day.

Where students have chosen to wear 'incorrect uniform' (e.g., excessive make up/jewellery/piercings/false eyelashes or incorrect Academy uniform when they have correct items at home) and they refuse an opportunity to correct their uniform (e.g. by not removing piercings or refusing to borrow uniform offered) they will remain in 'Isolation' until the uniform is corrected.

We appreciate that there may be times when a student cannot wear acceptable uniform through no fault of their own (e.g., if their shoes break unexpectedly, new shoes have caused blisters or items of uniform are left at a different address). Under such circumstances we appreciate contact from home with the Director of Learning or Pastoral Manager via a written note, email, or telephone call. The student should arrive at 'Pupil Support Centre' on arrival at the Academy. No sanction will be set, but the decision to let a student enter normal lessons will rest with the pastoral team on a case-by-case basis. Any of these decisions are final and rest with the Academy. Students will not be allowed to enter lessons even with a note from home. The only exception to this is if the student has a note from a doctor/hospital which clearly states our accepted uniform items are not appropriate for medical reasons. Under these circumstances, a student can attend their normal lessons. Until a medical note is received, students will remain in isolation.

5. Appendix A – Examples of Acceptable Footwear



6. Appendix B – Non-Acceptable Footwear

The items below would not be classed as acceptable footwear for the following reasons:

- Not a formal style;
- Black trainer or trainer style shoe;
- Identifiable logo/brand.

