

The Kimberley School



Uniform Policy

Uniform Policy Statement

All students at The Kimberley School, from Year 7 to Year 11, wear uniform. Our school uniform is an important part of our identity. It promotes a sense of **belonging** and **pride** in our community, helping pupils feel connected to one another and to the values we uphold. Wearing the uniform encourages students to take **pride in their appearance** and to represent the school positively both inside and outside the classroom.

A consistent uniform also supports a **focused learning environment** by reducing distractions and promoting equality among pupils. It ensures that students are dressed safely and appropriately for school activities, while reinforcing high standards and a shared sense of purpose. Wearing a uniform also solves the problem of what to wear!

Introduction

This document outlines the uniform requirements for all students at The Kimberley School. By enrolling their child, parents agree to support this policy and ensure their child follows the expectations set out within it.

Approved by:	Mr Park, Head Teacher	Date: July 2026
	Governing Body	Date: July 2026
Last Reviewed on:	July 2026	
Next Review Due By:	July 2027	

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Our aim:

The aim of our uniform policy is to promote a sense of **pride**, aligned with The Kimberley Way (below), unity and equality across the school.

By wearing the uniform, students show they are **proud to belong** to our community and committed to upholding its high standards. The policy supports a calm, focused learning environment, reduces distractions, and ensures all students present themselves in a safe, respectful, and consistent manner.



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
- Provide clarity and consistency in our expectations for school uniform. This policy has been developed in full consultation with the Governing Body and informed by the views of staff, pupils, and parents. All feedback has been carefully considered, and reasonable adjustments have been made where appropriate. The expectations outlined in this policy represent the final agreed position and are not open to further negotiation.

Monitoring arrangements for our Policy:

This policy will be reviewed on an annual basis by the Senior Leadership Team and approved by the Head Teacher. If any changes are required, these will also be agreed by the Governing Body.

Related School Policies, Statements of Practice and procedures:

- Behaviour Policy
- Equality Policy
- Anti-Bullying Policy
- Complaints Policy

All of the above can be found on the Policies page on the school's website.

Our school's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristic, which include age, sex, disability, race, religion or belief, pregnancy or 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.
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- 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 black 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 (following agreement with the SENCO).

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, by only asking that the blazer, worn over the school shirt / school jumper, features the school logo
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties, and blazers.
- Considering cheaper alternatives to school-branded items.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes (ie, trainers for PE)
- 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 years and classes.
- 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.

Expectations for School Uniform

See Appendix One for:

- Uniform Requirements 2025-2026
- Where to buy uniform, both new and pre-loved
- Expectations of our School Community (Pupils, Parents/Carers, Staff, Governors)

Appendix 1

School Uniform Requirements 2026-2027

Item	Additional Information
The following items are all COMPULSORY...	
Black School Blazer	The Kimberley School Logo to be added. Sleeves must be worn to the wrist – not rolled up.
The Kimberley School Tie	Specific colour <i>depending on the House</i> of the students
White School Shirt	Buttoned to the top button and always tucked into trousers or skirt. Any item worn underneath a school shirt must also be plain white with sleeves no longer than the sleeves of the shirt. Not blouses.
Kimberley School Skirt* (or Trousers)	Black pleated with logo. If a student chooses to wear a skirt, it must be a Kimberley School skirt. Students <u>must wear tights</u> underneath the skirt. If wearing a skirt it must not be rolled at all, with the logo visible. If wearing a skirt, tights must be worn underneath (not leggings).
Black Regular Fit Trousers (or Kimberley Skirt)	If wearing trousers, they must be worn on the waist. Trousers must not be tight fitting or made of stretchy fabric; any belts worn should be plain black. Trousers should cover the top of the shoe and be straight legged, with no flares, tapering, skinny fit, cargo pockets, or decorative elements.
Equipment	With the student every day. This includes: – Black/Blue Pen x 2 – Green Pen x 2 – Pencil x 2 – Pencil Sharpener – Eraser – Ruler (15cm or 30cm) – Scientific Calculator – Highlighters – Glue Stick – Maths Set e.g. protractor, compass, set squares All carried in an appropriate pencil case.
Suitably Sized Bag	Carried every day. Large enough to carry all equipment listed above, A4 size folders and full PE kit [outlined below]
Refillable Bottle	With the student every day. This allows students ensure they stay hydrated, using the water fountains at break, lesson changeover and lunch (ensuring they arrive to lessons on time and prepared)

*** Indicates Branded Items**

Item	Additional Information
The following items are all OPTIONAL...	
Black School Jumper	The jumper must be <u>worn in addition to the Blazer</u>, not instead of the Blazer. This should be a black V Neck jumper. Kimberley School Branded Jumper available via Schoolwear.

Please ensure items are purchased to fit your child.

Students are not permitted to tie the back of their uniform with an item to amend the fit e.g. a hair bobble to pull their shirt, skirt or jumper tighter.

Any student wearing their uniform incorrectly will have their SMART Card Signed (Appendix 2)

Footwear

School shoes must be **plain black polishable leather shoes** (or *leather-look equivalents*) with a **closed-toe design** and a **flat or low heel**. Shoes must have a **smart, formal appearance** and be **free from decorative elements**, coloured stitching or no obviously visible branding.

Trainers, canvas shoes, boots, sandals, pumps, and fashion footwear are not permitted.

(Images of Footwear not to be worn can be found in Appendix 2)

Student Appearance

- **Hair should be neat and tidy. Long hair must be tied back for all practical sessions.**
 - Hair must be **natural in colour**.
 - Head wear worn for religious reasons must be plain black.
 - No other head wear e.g. caps, beanie should be worn.
 - Any **make up** should be **minimal and worn very discreetly**.
 - **False eyelashes and false nails are not permitted.**
 - **Students' nails must be a reasonable length** (not impact on their ability to operate throughout school) with no extreme colours, embellishments or designs.
 - **Jewellery.** The only jewellery allowed is:
 - A watch (*no Smart Watches*)
 - *One pair of stud earrings, in the lobes of pierced ears.*
 - *One small nose stud.*
 - *Other facial and body piercings are not allowed (clear retainers maybe worn, if needed).*
 - *Students are not permitted the following items: Hopped/dangly earrings, over-sized decorative earrings (e.g. branded/designer shapes or logos), necklaces, bracelets (unless for religious reasons).*
-

Being prepared for all types of weather

Summer Uniform:

- During **the final half term (Summer 2)** the following changes take place:
 - Students wearing skirts are **no longer required to wear tights; ankle socks are allowed** (*knee high/pulled up socks are not permitted*)
 - **Blazers** become **Optional** and are to be worn at the student's discretion
 - **Jumpers** are **not necessary during the** Final Half Term
 - **All students have the option of wearing smart, tailored black shorts** – Acceptable shorts can be purchased via Schoolwear, with images included in Appendix 2. (*Any other type of short is not permitted (sportswear, cargo) and will result in a breach of the uniform Policy*)
- If the weather is unprecedentedly hot earlier than the final half term, then school will communicate any adjustments to students and parents. **There are to be no changes to the basic expectations unless communicated by school.**

Cold/Wet Weather:

- During colder or wet weather, students should wear a waterproof coat. Coats can be any colour.
- Hoodies, tracksuit tops, bomber jackets or sports coats with large logos are not permitted. Fashion coats, such as leather/denim jackets or body-warmers are also not permitted.

PE Kit Requirement 2026-2027

Top

Item	Additional Information
The following items are all COMPULSORY...	
Blue Kimberley School PE Top (with Logo) *	Must be worn by all students. No other kind of top will be appropriate.

* Indicates Branded Items

Item	Additional Information
The following items are all OPTIONAL...	
Blue / Black / White Long sleeved underlayer	The underlayer can be no other colours. This is recommended in the winter months.
Blue Kimberley School Branded Jumper	This is sourced via the PE Department. This is recommended in the winter months. Students will not be permitted to wear their coats or alternative winter layers during the winter months.

Bottoms

Item	Additional Information
The following items are all COMPULSORY...	
Blue / Black / Navy Blue Shorts (or Tracksuit Bottoms or Leggings)	The shorts can be no other colours. These must be appropriate to fully participate in sporting activities.
Blue / Black / Navy Blue Tracksuit Bottoms (or Shorts or Leggings)	The Tracksuit Bottoms can be no other colours. These must be appropriate to fully participate in sporting activities.
Blue / Black / Navy Blue Leggings (or Shorts or Tracksuit Bottoms)	The Leggings can be no other colours. These must be appropriate to fully participate in sporting activities.

Socks

Item	Additional Information
The following items are all COMPULSORY...	
Blue / Black / Navy Blue Sports Socks	The socks can be no other colours. Students must change their socks from the ones they are wearing with their uniform for reasons of hygiene.

Footwear

Item	Additional Information
The following items are all COMPULSORY...	
Appropriate Footwear for Sport	Ankle supporting sports footwear, astro/trainers or studded boots (depending on activity). Footwear doesn't need to be a specific colour. No canvas footwear, crocs, vans etc

PE – Not Permitted Items

- **Any other Polo Shirt/Top or Plain Black Jumpers**
 - **Hoodies** are not allowed to be worn for PE for Health and Safety reasons
 - **Shorts/Tracksuit Bottoms or Leggings** which are not the colour specified
 - **Tights** for hygiene reasons, must be removed for PE lessons
 - **Jewellery.** Strictly no jewellery can be worn during PE. All items must be removed, including plain studs from ear lobes.
 - **Footwear that does not support the ankle** such as converse, vans, plimsols, crocs etc
-

PE – Participation

We are well aware that on a few occasions your child may not be able to take part due to injury/illness. **Please encourage resilience in your child before writing a note excusing them for a PE curriculum lesson.**

All notes will be sent home or an email confirming we have received a written note from you to us excusing your child from PE.

We want students to take part in lessons and enjoy the experience of PE at the Kimberley School, so please only write a note if you believe completing the PE lesson will cause further harm to your child.

PE notes will not be accepted on a mobile phone.

PE – Kit Sanctions

If your child forgets their PE top they will be issued with an clean alternative top to wear. They will also receive the following:

- If your child attends a PE lesson without any 1 piece of correct uniform (PE top, bottoms or trainers), they will be awarded a 'No PE kit' mark.
- 3 'No kit' marks will result in a 30minute afterschool detention, every lesson they forget a piece of kit, or all of their kit, after this will again result in an afterschool detention for 30minutes.

This resets to 0 at the end of a term.

Purchasing New Uniform

Our recommended suppliers of uniform are:



Just Schoolwear

<https://just-schoolwear.co.uk/school/kimberley-school/>

0115 965 2869

Arnold Store
12 High Street
Arnold
Nottingham
NG5 7DZ
Tuesday & Thursday 10:00 AM – 4:00 PM
Saturday 10:00 AM – 3:00 PM



Calverton Collection Point
Unit 3, Calverton Business Park
Hoyle Road
Calverton
Nottingham
NG14 6QL
Monday – Friday 08:30 AM – 3:30 PM

Schoolwear Solutions

<https://www.schoolwearsolutions.com/our-schools/kimberley-school/>

Hamiltons of Ilkeston

<https://hamiltons.biz/>

Long Eaton Store
73 Derby Road
Long Eaton
Nottingham
NG10 1NB
Saturday 10:00 AM – 3:00 PM

11 Compton Acres Shopping Centre
West Bridgford
Nottingham
NG2 7RS
Tuesday & Thursday 10:00 AM – 4:00 PM
Saturday 10:00 AM – 3:00 PM

Expectations of our School Community

Pupils: First Impression Count!

We expect our students to wear their uniform with pride. Students are to travel to and from The Kimberley School in the correct uniform and wear it appropriately during the school day and at all school associated functions, out-of-school events and school trips (unless informed otherwise).

Uniform will be checked every morning at The Kimberley School gate and students will not be allowed to enter lessons until they are in full, correct uniform. Uniform breaches, that cannot be solved immediately within school, will result in the student being sent home to correct their uniform or being sent to Pre-Suspension for the day.

Parents/Carers: Uniform should be clean, labelled and in good condition

It is the Parent/Carers responsibility to ensure their child has fully adhered to the Uniform Policy when attending The Kimberley School.

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; and in good condition, Parents are also expected to contact the school in writing if they want to request an amendment to the uniform policy in relation to: their child's protected characteristics; or the cost of 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, and dealt with in accordance with our school's complaints policy (which can be found on the Academy's website). The school will work closely with parents to arrive at a mutually acceptable outcome.

Staff: Uniform Monitoring

Staff will closely monitor pupils to make sure they are in correct uniform.

All students are welcomed on the gate by members of the SLT Team (or at Late Gate/Student Reception if not arriving on time) and will be given the opportunity to rectify the uniform issues before entering the school site.

When challenging any issues related to uniform, staff will sign a students SMART Card; indicating the issue and the date it occurred. If a student receives three ticks on their SMART Card they will be issued a '3 Ticks Detention' (30 minutes the next night).

The school will give all pupils and families persistently breaching the uniform policy the opportunity to comply, but will follow up with the SLT/Head Teacher if the situation doesn't improve.

Governors: Policy Review

The governing 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 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, signposting a variety of choice and options for parents to select uniform which suits fit, cost and convenience and by reviewing these at least every 3 years.

Should Parents/Carers have any queries regarding this policy or our uniform requirements, please e-mail office@kimberleyschool.co.uk

Appendix 2

SMART Card

Every Student will be provided with their own SMART Card.

It is their responsibility to bring this to school every day and show it to their Tutor during Registration, in the morning.

The Kimberley School SMART CARD AUTUMN TERM		
Student Name: _____		
Tutor Group: _____		
Date of Issue: _____		
We RESPECT.	We are PROUD.	We SUCCEED.

As well as taking pride in your appearance, make sure you follow:		
We RESPECT by... - Being kind and considerate to ourselves and others - Following staff instructions - Using polite and positive language - Moving calmly & quickly between lessons - Looking after classrooms, buildings & equipment	We are PROUD as we... - Celebrate what we and others do well - Aspire to be the best we can - Wear our uniform with pride - Include everyone - Enjoy healthy and respectful debate - Contribute to building a positive environment for learning	We SUCCEED by... - Completing our classroom & homework to the best of our ability - Set & follow high expectations - Challenging ourselves to attend every day - Bringing our equipment to learn - Maintaining our best attitude to learn - Proving resilient & persevering!

If a student does not have their SMART Card, or fails to present it when challenged, they will be issued with a **'No SMART Card' Behaviour Point** and have a **30-minute detention** the following day.

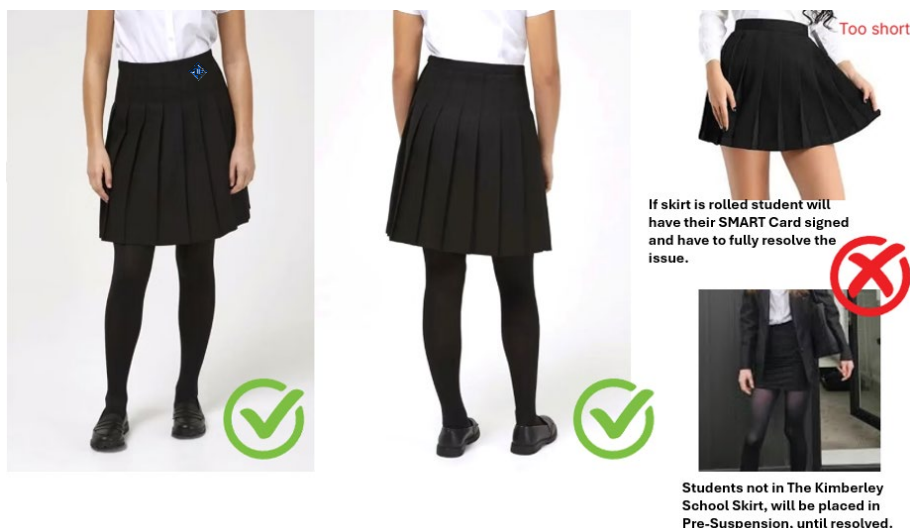
As previously suggested, **if a student is not wearing their uniform correctly** then they will be challenged by a member of staff. **Staff will sign the students SMART Card**, outlining the issue and the date, and the **student will rectify the issue**.

If there is a **genuine reason** for a student to not wear their full, correct uniform, then **parent must contact school** (e.g. e-mail/call the Pastoral Team). A resolution date will be agreed and the student will be provided a **Uniform Slip** to excuse them; for the short, agreed period. This will only be provided in genuine extenuating circumstances e.g. following a medical procedure. Staff will still challenge the student, however they can simply show the Uniform Slip.

If it is not possible for the student to rectify the issue, and they do not have a valid Uniform Slip, then they will be placed in Pre-Suspension until it is resolved.

Supportive Images to Provide Clarity

Skirts (Must be purchased from Just Schoolwear)



Trousers (Must be straight legged and cover the top of the shoe)



Regular, straight leg trousers



Cropped, skinny fit or flared trousers are not permitted.

School Shoes (Must be plain black polishable leather shoes, or leather-look equivalents)

Not the following:



No colours, no boots, no heels, no logos, no trainers, no crocs.

Summer Shorts (Final Half Term Only. Must Black Tailored Shorts)



Shorts match the expectations for Trousers



No Sportswear, no tight fitting, no Cargo shorts (such as those with additional pockets)

Appendix 3

What if? FAQ...

Incident	Action
Immediately resolvable issues	
I have an example where I am not wearing my uniform correctly e.g. shirt untucked, skirt rolled up, sagging trousers etc.	Staff member will challenge the student and the <u>issue is to be rectified immediately</u> . The students SMART Card will be signed.
I am not wearing my: – Blazer – Tie – (Any mandatory item) However, they are in my school bag .	Staff member will challenge the student and the <u>issue is to be rectified immediately</u> . Failure/refusal to rectify will result in Pre-Suspension, until resolved. The students SMART Card will be signed.
I am wearing false lashes or too much make up .	Staff member will challenge the student and the <u>lashes/make up will be removed rectified immediately</u> . Failure/refusal to remove will result in Pre-Suspension. The students SMART Card will be signed.
What if I refuse to amended the 'resolvable issue' when challenged by a member of staff during the school day.	The member of staff will request support from On Call/SLT (<i>Allowing students time to make the right choice</i>). If the student continues to refuse to resolve the issue, they will be placed into Pre-Suspension until the issue is resolved . A failure to Cooperate/Defiance will be logged by the member of staff.
I am wearing an Outer Coat, but am not wearing my blazer	Staff member will challenge the student and the <u>issue is to be rectified immediately</u> . Failure/refusal to rectify will result in Pre-Suspension, until resolved. The students SMART Card will be signed.
I am wearing an Outer Coat that doesn't meet the guidelines provided e.g. sports jacket, body warmer, denim jacket etc	The item will be confiscated. This will then remain in Student Support until the end of the school day, when the student can then collect the item. Repeated offenses may lead to the parent having to collect the item, instead of the student.
I am wearing items which are not permitted e.g. hooped earrings or non-permitted Jewellery, Hoodie etc	These will be confiscated by the member of staff. All confiscated items will be placed in an envelope and returned at the end of the school day. The students SMART Card will be signed.
Continued on the next page...	

I am wearing trainers and, whilst I change to shoes when challenged, I change back to trainers later in the day.	The SMART Card will be checked, if already signed for this issue the Trainers will be confiscated by the member of staff. All confiscated items will be placed in an envelope and returned at the end of the school day. The students SMART Card will be signed.
Issues that are not immediately resolvable	
What if I arrive to school in incorrect uniform/without the item to resolve the issue e.g. wearing trainers, no blazer etc	<i>If identified before student enter the gates</i> in the morning, they will be sent home to resolve the issue (<i>attendance will be unauthorised if returning late</i>). <i>If this is not feasible</i> e.g. transport/distance issues (<i>deemed by the member of staff</i>), then the student will be placed in Pre-Suspension and parents will be notified. Student will remain in Pre-Suspension until the item has been delivered by the parent and/or the situation is resolved.
What if I recently have a piercing that I am unable to remove	This must be covered at all times (e.g. by a plaster) until a time it can be removed and replaced by a clear retainer. It is recommended that students refrain from having additional piercings until the beginning of a Summer Holiday (which allows time for healing).
What happens if I have multiple piercings or earrings other than a plain stud in each ear lobe.	Student will be asked to remove all but two plain studs (one in each ear lobe). All other items will be confiscated and returned to the student at the end of the school day <i>Remember, students are encouraged to use clear retainers where necessary.</i>
FAQs / Common Misconceptions	
If I have PE can I wear my trainers to school, instead of shoes, because there is no room in my bag.	No, this is not acceptable. Students must wear appropriate school shoes (described above) when they come to school. They should then have a change of footwear for PE. If space in the school bag is a premium, then the suggestion would be to have a second bag for PE (<i>often these are drawstring and carryable with the student's backpack</i>). Students wearing trainers, instead of school shoes, will be placed in Pre-Suspension until resolved.
Are leggings allowed for school uniform e.g. as an alternative to trousers or under a skirt.	The simple answer is no. Leggings are an option for PE uniform, but not for school uniform. Even on days when students have PE, they will get changed rather than wear them under a skirt. Students wearing leggings instead of a skirt or tights, will be placed in Pre-Suspension until resolved.
Continued on the next page...	

Can I wear PE Kit e.g. shorts/jeggings under my uniform	Again, no. There is no need for students to wear shorts under their trousers. This is predominantly for hygiene reasons as well as it being unnecessary. If students have PE, they will be provided time during their lesson to get changed.
If I forget an item e.g. a tie, I can just borrow one from Student Support.	This is no longer the case. Unfortunately, due to the sheer volume of uniform unreturned, the school are unable to 'loan' items of uniforms to students. School is no longer able to loan items to students.
I've hurt my toe and a note from a parent will excuse me wearing alternative uniform e.g. trainers etc	No, this is not the case. Parents should provide the note and/or have a conversation with the Pastoral Team. The Pastoral Team will provide a Uniform Slip. It is the Uniform Slip which excuses students, not the note from parents.
I can have my shirt untucked or take my blazer off at break and lunch.	Again, this is not the case. If students are taking part in physical activity on the Ball Courts, then they may take it off during this time. Once they leave the Courts all uniform must meet basic expectations. In short, all students are to always wear all uniform (correctly) whilst on school site.