



Things done well make the best memories
SIR NORTON KNATCHBULL – 1637

6th form

Uniform policy

Reviewed by	Dan Freear, Head of 6 th form
EIA*	Dan Freear, September 2026
Delegated authority	Education Committee
Approved by the Education Committee	22 nd September 2026
Date of Review	July 2028
Publication/Circulation	Published on school website, circulated to all staff, parents and pupils

At NKS we take pride in getting students ready for the next stage in their educational pathway and try hard to create a university style study culture which sees our sixth formers using their own time to study effectively and independently while under the direction of their teachers and the Sixth Form Team. Our smart, casual and gender-neutral dress code feeds directly into this culture and is one that we want our lower school to aspire to.

The following rules must be always adhered to:

- Clothing should ensure that midriffs are covered
- Skirts, shorts and dresses should be at least mid-thigh length
- Smart, tailored shorts/skorts of at least mid-thigh length are permissible only when summer uniform is implemented
- Hats to be removed in corridors and for lessons.
- Coats are to be removed once student are in lessons.
- Appropriate footwear must be always worn. Sliders and flipflops are not permitted.
- Hair is natural colour(s).
- Piercings limited to nose and ears and should not be excessive.
- Lanyards must be worn at all times.

Students must not

- Wear items of clothing containing offensive logos or slogans
- Wear strapless tops and/or crop tops.
- Wear thin strapped vest tops
- Have any visible tattoos

Above all else students should be dress appropriately for school at all times. The final decision of what is deemed to be appropriate rests with the Sixth Form Team.

1st infraction	Warning recorded on Arbor/Uniform Card
2nd infraction	Sent home to change and recorded on Arbor
3rd infraction	Sent home to change, after school detention and recorded on Arbor.
Further infractions	Students removed from circulation for the day and then put on Head of Year report.
At every point	If you miss a lesson due to uniform infractions you are expected to contact your teacher to find out what work has been missed and the catch it up before the next lesson.

NKS Equality Impact Assessment (EIA)

6th Form Uniform Policy 2026-2028

The purpose of an Equality Impact Assessment (EIA) is to ensure that policies, functions, plans or decisions do not create unnecessary barriers for people protected under the Equality Act 2010. Where negative impacts are identified these should be eliminated or minimised, and opportunities for positive impact should be maximised.

THIS POLICY WILL AFFECT

- Pupils and Parents/carers

EIA completed by:	Dan Freear
Date completed:	September 2026

Impact analysis

GROUP	POSITIVE IMPACT	NEUTRAL IMPACT	NEGATIVE IMPACT	WHY WILL THE POLICY HAVE THIS EFFECT?
Sex	✓			The policy establishes a smart-casual dress code that applies equally to all sixth form students. Clothing requirements are based on appropriateness and professionalism rather than sex-specific expectations and the policy explicitly refers to a gender-neutral dress code.
Race		✓		The policy applies the same expectations to all students regardless of race or ethnicity. There are no requirements that directly disadvantage any racial group.
Religion or belief	✓			The policy provides broad, non-prescriptive clothing expectations and does not prohibit religious dress. The School would consider reasonable adjustments where required for religious observance, consistent with its duties under the Equality Act 2010.
Sexual orientation		✓		The standards relate solely to dress, appearance and appropriateness for a professional educational environment and do not differentiate on the basis of sexual orientation.
Gender reassignment	✓			The policy describes the sixth form dress code as gender-neutral and focuses on standards of dress rather than prescribing different clothing requirements for different genders.
Pregnancy or maternity	✓			The School will make reasonable adjustments where required for pregnant students or young parents to ensure comfort, wellbeing and continued access to education.

GROUP	POSITIVE IMPACT	NEUTRAL IMPACT	NEGATIVE IMPACT	WHY WILL THE POLICY HAVE THIS EFFECT?
Age		✓		The policy applies consistently to all students within the sixth form age range and does not distinguish between students based on age.
Disability	✓			Reasonable adjustments may be made where a disability, medical condition or sensory need affects a student's ability to comply with aspects of the dress code. This may include adaptations to clothing, footwear or lanyard requirements where appropriate.
Marriage or civil partnership		✓		The policy has no relevance to marriage or civil partnership and creates neither an advantage nor disadvantage.
Families where there is financial hardship	✓			The dress code is intentionally based on smart-casual clothing and does not require expensive branded sixth form uniform items. This reduces costs and allows families flexibility in sourcing suitable clothing

INTERSECTIONAL IMPACT

The policy is expected to have a positive impact on students with multiple protected characteristics because it adopts a gender-neutral approach and focuses on professional standards rather than specific uniform items. Where a student has additional needs arising from disability, religion, pregnancy or gender identity, the School will consider reasonable adjustments on an individual basis to ensure equitable access to education whilst maintaining appropriate standards of dress.

No significant adverse intersectional impacts have been identified.

CONSULTATION AND STAKEHOLDER ENGAGEMENT

The policy was developed by the Head of Sixth Form and reviewed through the school's governance process. Student feedback and operational experience of sixth form dress expectations have informed the development of the policy.

FINAL DECISION ON POLICY

No changes to the policy are required as a result of this Equality Impact Assessment.

The policy is considered compliant with the Equality Act 2010, subject to the continued application of reasonable adjustments where necessary.