



Friday 29th August 2025

Dear parents and carers,

I hope that all connected with our academy had a wonderful summer.

There has been an enormous amount of ongoing work at the academy to improve the facilities and enable the students to have an even better learning environment and educational experience. As well as deep cleaning, decorating and IT equipment updates that have taken place over the summer holidays, the staff and I have been involved in INSET training this week to prepare for the return of the students next week.

We are very excited to see our students next week and to start the next chapter in their learning journey with us.

#### **Plans for September:**

Our return to school plans is as follows:

- Monday 1st September 2025 – Year 7 and Year 11
- Tuesday 2nd September 2025 – Year 8, 9, 10, and 13

A photographer will be visiting on **Monday 1st September 2025** to take individual photos of **year 7** and **year 11** students, as well as a group photo for year 11.

#### **Reflections from 2025 Examination Outcomes:**

This year has seen several impressive individual accomplishments, with students securing top grades across a wide range of subjects.

We are incredibly proud of our students and the exceptional results they have achieved. Their determination, resilience, and hard work have truly shone through. Many of our pupils began their secondary education during the height of the pandemic, facing unprecedented disruption during those crucial formative years. Despite these challenges, they have demonstrated remarkable adaptability and strength.

Their achievements are a testament not only to their own commitment but also to the unwavering support of our dedicated staff and families. It is a privilege to see so many of our students moving confidently on to the next stage of their journey whether that be A Levels, college courses, or apprenticeships.

#### **Important Reminders:**

### **The NUSA Phone Policy: “Not Seen, Not Heard, Not Used”**

Our mobile phone policy is simple and applies to all students during the school day:

- **Not Seen:** Phones must not be visible anywhere on the school site, including classrooms, corridors, social spaces, or outside areas.
- **Not Heard:** Phones must be on silent or turned off entirely. No alerts, notifications, ringtones, or vibrations should be heard.
- **Not Used:** Phones must not be used at any point during the school day. This includes calling, texting, browsing, taking photos, or using social media.

This policy helps to ensure that all students can learn free from the distractions and issues that mobile phones can cause. If a student is seen or heard using a phone, or if the phone is visible:

1. **The staff member will confiscate the phone immediately.**
2. It will be placed in a **secure location** by staff.
3. The phone can be collected by the student at the **end of the school day.**
4. A **negative behaviour log** will be recorded on **Bromcom** for breaching school expectations.

Repeated breaches may result in further consequences, including parent contact or additional sanctions.

### **NUSA Uniform Expectations for 2025-2026**

As mentioned last week, we have now clarified our Uniform expectations, and I have shared this with you below.

At NUSA, our uniform is more than just clothing, it reflects **pride, belonging, and readiness to learn**. A consistent approach to uniform supports a school culture built on **respect, equity, and high standards**. We ask for your support in helping students wear their uniform correctly and with pride, **both in school and when travelling to and from school**.

#### **Uniform Expectations – What You Need to Know:**

##### **Coats**

- Coats should be **weather-appropriate** and offer **some waterproof protection**.
- No hoodies, denim jackets, or leather jackets (including zipped hoodies).

##### **Blazers**

- Must be worn **at all times** while moving around school (unless permission is given during extreme heat by the Headteacher).
- **Black jumpers** may be worn **under** blazers (not instead of).
- Students may **remove blazers in lessons**, placing them neatly on the back of their chair.

##### **Shirts**

- Plain **white school shirts** (available from most supermarkets).
- Must have a **collar suitable for a clip-on tie**.
- Shirts should be **always tucked in** - Students are expected to correct this straight away if challenged.

##### **Ties**

- Clip-on ties must be worn **properly**, fastened to the **top button**.

### Skirts & Trousers

- **NUSA Branded skirts** are allowed.
- **Trousers** must be plain black.
- Skirts should be of an **appropriate length and style**.

### Tights & Socks

- Students may wear **tights** or **plain black socks**.

### Footwear

- **Formal black shoes only** (no trainers, canvas shoes, or branded sportswear).

### Personal Appearance Guidelines:

#### Hair

- Students may express their individuality through **hairstyle or colour**. However, **no offensive symbols or logos** are allowed in hair designs.

### Jewellery/Piercings:

- **Watches** are allowed (except during Year 11 exams).
- **No other visible jewellery**.
- If a student is reminded, they are expected to remove it immediately.
- Students must remove any jewelry **before practical lessons** (e.g. PE or Science).
- NUSA does not accept responsibility for **lost jewellery**. Students may wear:
- **One pair of stud earrings** in ears.
- Any other piercings must be plastic piercings.
- **New piercings:**  
This will lead to **withdrawal from PE immediately**.  
Students will be given **24 hours** to replace metal with plastic.  
Failure to do so may lead to daily uniform sanctions and PE avoidance until corrected.

### Make-Up

- Allowed but should be **minimal** and **appropriate for a school setting**.

### Nails

- Students may wear nail polish or colors.
- **Nails must be no longer than 5mm** past the fingertip for **health and safety reasons**. (When challenged)

### Supportive Approach – Not Shame

We understand uniform issues can arise. That's why we operate a **support-first approach**:

- If a student arrives without part of their uniform, we will support them **discreetly**, before they enter 'The Street'
- Items can be **loaned** or purchased via **Parent Pay** through our **uniform shop**.

### Dealing with Uniform Issues During the School Day

1. **First step:** Staff will speak to the student. If the issue is fixed respectfully straight away, **no sanction** is given.
2. **If the student refuses** to follow the instruction (but stays in the conversation), a **minimum 15-minute detention** will be issued for the same day.

**Staff Responsibilities**

- All staff are expected to challenge uniform issues **consistently and respectfully**.
- Uniform checks are part of daily routines:
- During arrival
- At tutor time
- On entry to lessons
- During assemblies

We appreciate your continued support in helping students meet our expectations. When students wear the NUSA uniform correctly, it strengthens our community and prepares them for success.

If you have any concerns or need help with uniform items, please get in touch with the school.

You can purchase some of our branded uniform via Just School wear. Please click the link <https://just-schoolwear.co.uk/> to browse their website.

With gratitude,

Carl Elder  
Headteacher