



Ark St Alban's Academy

Uniform Policy and Sixth Form Dress Code

Written June 2022

Reviewed annually in June

Introduction

Our academy uniform and our sixth form dress code are outlined below. They are intended to allow us to identify ourselves as an academy community.

Our uniform policy reflects our values and reinforces our culture of high expectations and pride in our appearance. It is intended to promote harmony between different groups in the academy and to enhance self-esteem and a sense of personal security.

Uniform policies and dress codes such as ours unite the academy community and support equality – whether families have high incomes or low incomes everyone wears the same.

Whether a pupil leaves our school for a formal or informal employer or other education provider they will have developed a sense of pride in how they present themselves and the importance of being ready for work.

1. Equality and equal opportunities

- 1.1 All children have equal access to wearing the academy uniform regardless of their culture, race, religion, gender, disability or ability. Our uniform is gender neutral. We ensure that the set uniform respects other policies such as equality, race relations, sex discrimination and allows for individual sets of circumstances for all groups and individuals. Our school is committed to creating a positive climate that will enable everyone to work free from discrimination and harassment in order to achieve their full potential. Consideration has been given to how the uniform can be adapted for those who have a disability or who wish to express a cultural, religious or racial identity within the framework of an academy whilst fostering cohesion, safety and a sense of community.
- 1.2 We will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity. We will use an appropriate Equality Impact Assessment to monitor the impact of all our policies and the policy may be amended as a result of this assessment.

2. Expectations

2.1 We have taken care to ensure that our uniform is affordable and to minimise the number of items that need to be purchased from a particular supplier. Items marked as such must be purchased from our supplier and parents should take care when buying other items to ensure that they meet the expectations outlined within this policy.

2.2 Items marked as * should be purchased from our school uniform provider [Clive Mark](#).

2.3 Pupils not in the correct uniform may not be able to attend lessons until the uniform has been corrected. Parents may be contacted to bring the correct items to school, or the pupil may be sent home to get changed.

3. Uniform

- Blazer*
- School Tie* worn at an appropriate, formal-wear length
- Jumper*
- White Shirt (which must be tucked in)
- Black Trousers (plain, no jeans or cargo trousers) or Black Skirt (plain, no pleats)
- Rucksack (a bag with two straps which can be worn over both shoulders and which can fit an A4 sized workbook or folder)
- Plain black smart shoes: No trainers or boots. Laces must be black. No heels (if unsure contact your child's head of year prior to purchasing)

During lessons, jumpers and blazers can be removed in order for pupils to manage their own warmth and comfort.

PE Kit

Pupils should arrive to school wearing their PE kit on days when their class has PE.

In cold weather, pupils should wear their school jumper and/or school blazer over the top of their PE kit.

- T-Shirt (or Polo Shirt), which is plain black with no logos or markings
- Tracksuit Trousers, Shorts or Skirts (plain black, with only a small logo on the pocket allowed)
- Trainers: Must be appropriate for sports. No converse style trainers.
- *On colder days, a plain black jumper (not hooded) with small logo on the top breast pocket area (not stripes) can also be worn during outdoor PE lessons*

Outdoor clothing

Pupils should bring appropriate outdoor clothing during cold or wet weather. Any outdoor clothing should be worn on top of the academy blazer, not underneath or as an alternative to the blazer. Coats, hats, scarves, and gloves can be worn when weather appropriate but may not be worn inside classrooms.

4. Hairstyles, headscarves and headwear

Our school is a diverse community. We recognise that different cultures prescribe different levels of importance to hairstyles, hair colouring and headwear. The academy's approach is designed to recognise this, whilst ensuring that there are clear boundaries, and a professional ethos in the academy.

Pupils' faces should not be obscured or covered, so that the teacher can judge their engagement with learning and their participation in discussions and practical activities.

4.1 Hair

Pupils' hair should be neat for appearance and for health & safety purposes. Pupils may not wear patterns or words cut into their hair or eyebrows.

Hair accessories must be subtle in colour (black or navy blue).

If pupils are unsure whether a hairstyle meets the academy policy, they should check in advance with the school by speaking with their head of year.

Where pupils have facial hair, it must be neatly groomed, and as with hairstyles, not have patterns or words shaved into it.

4.2 Hats, headscarves and head coverings

- Turbans, headscarves and head coverings are permitted for religious or cultural reasons and should be navy or black.
- Pupils are not allowed to wear hats, headscarves or any other head covering inside classrooms, or inside the canteen or assembly halls, unless it is due to religious or cultural reasons.
- When moving around inside the building, hoods and hats should be removed.
- Pupils' faces should not be obscured or covered, so the teacher can judge a pupil's engagement with learning and participation in discussions and practical activities.

5. Jewellery/Accessories

Pupils may not wear any jewellery except for the following:

- One watch
- Simple, plain rings without sharp or significant embellishments or jewels
- One plain stud earring in each ear (which should be no bigger than the lobe)
- One simple stud or small-hooped nose ring
- A Kara may be worn for religious reasons
- Natural looking make-up can be worn but must not be used in school
- Painted nails are allowed, but overly long nails are not permitted

All jewellery must be removed for PE lessons.

The academy will be unable to take any responsibility for any watches or jewellery that are lost, including investigating its disappearance.

Pupils wearing accessories that are seen to be contravening these rules will be asked to remove them and in some circumstances the items may be confiscated.

6. Special circumstances

If there are extenuating circumstances, parents and carers should share the reason with their child's Head of Year. The academy will always be considerate and discrete in trying to establish why a pupil is not wearing the correct uniform. It is intended that pupils will not be made to feel uncomfortable, nor discriminated against, because their parents or carers are unable to provide them with the required items of the academy uniform. In line with our ethos, we encourage discussion with the academy at the earliest opportunity if there are any difficulties.

There will be occasions when the academy decides that the academy uniform is not appropriate, for instance when taking part in a physical activity day, wearing different clothes due to a fund-raising event or due to extreme weather. Parents and carers will be notified in advance of the revised dress code on these days.

7. Naming clothing and property

Please ensure all clothing and property is clearly marked so that lost articles may be easily traced and returned. The academy cannot accept responsibility for loss or damage to pupils' property and valuables.

8. Equality Impact Assessment

We do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity.

Final decisions on the suitability of the uniform will be made by the Principal and we expect parents to support these decisions in full.



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Our sixth form dress code is outlined below.

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Uniform policies and dress codes such as ours unite the academy community and support equality – whether families have high incomes or low incomes everyone wears the same.

Whether a pupil leaves our school for a formal or informal employer or other education provider they will have developed a sense of pride in how they present themselves and the importance of being ready for work.

1. Equality and equal opportunities

- 1.1 All children have equal access to wearing the academy uniform regardless of their culture, race, religion, gender, disability or ability. Our dress code is gender neutral. We ensure that the set uniform respects other policies such as equality, race relations, sex discrimination and allows for individual sets of circumstances for all groups and individuals. Our school is committed to creating a positive climate that will enable everyone to work free from discrimination and harassment in order to achieve their full potential. Consideration has been given to how the uniform can be adapted for those who have a disability or who wish to express a cultural, religious or racial identity within the framework of an academy whilst fostering cohesion, safety and a sense of community.

- 1.2 We will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity. We will use an appropriate Equality Impact Assessment to monitor the impact of all our policies and the policy may be amended as a result of this assessment.

Sixth form dress code

As with our academy uniform, our sixth form dress code is important to us.

As young adults, sixth form students have more freedom in what they wear to school than those in the secondary phase, but a smart and professional appearance remains important in reflecting our values and reinforcing our culture of high expectations and pride in our appearance. It promotes harmony between different groups in the academy and enhances self-esteem and a sense of personal security.

Whether leaving our school to go to university or employment, our sixth form students will have developed a sense of pride in their appearance and an understanding of the importance of being ready for work. Sixth form students should be able to leave the Academy and immediately attend a formal interview without having to change their appearance in any way.

Form tutors, members of the sixth form team and the Head of Sixth Form will be able to advise sixth form students and their parents or carers if there is uncertainty or a dispute about how to interpret the dress code outlined below. The Principal will make final decisions around any disputes which arise and which cannot be resolved.

Expectations:

- A suit or formal skirt, dress or trousers (no denim or cargo trousers) with a smart jacket or blazer
- Smart shirt or blouse with a tie, or a smart blouse without a tie
- Plain, smart jumper or cardigan if desired
- Shoes should be formal and appropriate for school. Heels should not be higher than 5cm, with a closed toe, and comfortable enough to wear throughout the school day.
- In addition, all Sixth Form students will be expected to wear a lanyard and ID card.

During lessons, jumpers and blazers can be removed in order for pupils to manage their own warmth and comfort.

Outdoor clothing

Pupils should bring appropriate outdoor clothing during cold or wet weather. Any outdoor clothing should be worn on top of the jacket or blazer, not underneath or as an alternative to the blazer. Coats, caps, scarves, and gloves can be worn when weather appropriate but may not be worn inside classrooms.

Hairstyles, headscarves and headwear

Our school is a diverse community. We recognise that different cultures prescribe different levels of importance to hairstyles, hair colouring and headwear. The academy's approach is designed to recognise this, whilst ensuring that there are clear boundaries, and a professional ethos in the academy. Students' faces should not be obscured or covered, so the teacher can judge engagement with learning and your participation in discussions and practical activities.

Hair should be neatly groomed at all times for smartness, appearance and for health and safety.

Patterns or words should not be cut into hair or eyebrows.

If you have facial hair, it must be neatly groomed, and as with hairstyles, not have patterns or words shaved into it.

Hats, headscarves and head coverings are permitted for religious or cultural reasons but students may not wear caps, headscarves or any other head covering inside classrooms for any other reason.

Cultural or dress:

- Appropriately smart cultural dress is seen as part of a diverse and inclusive workplace
- Cultural dress is welcomed so long as it does not include any of the non-negotiable items below
- There may be specific occasions when students are asked to not wear cultural dress if required (for example for a visit to an external site where there are different expectations)

Non negotiables:

This list is not exhaustive and may be amended

- Clothing should be smart and suitable for a business environment
- No sportswear
- No trainers or casual shoes
- No jeans
- No logos or slogans
- No visible underwear
- Natural looking make-up can be worn
- Painted nails are allowed, but overly long nails are not permitted
- Small earrings, a single, standard stud nose piercing (or small-hooped nose ring), a watch, and a Kara (for religious reasons) are the only permitted jewellery

Final decisions on the suitability of the uniform will be made by the Principal and we expect parents and students to support these decisions in full.