



Serlby Park Academy

Uniform Policy

Setting standards for success

Date of Last Review/update:	December 2016
Reviewed by:	MC
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1.0 Roles and Responsibilities

The responsibility for the implementation of this policy and provision rests with the Principal. On an operational basis, the management, responsibility and evaluation of this policy will be undertaken by the **Associate Assistant Principal**.

2.0 Suggested Audience

EAB Members and all learning and teaching support staff. As part of their Academy induction programme or professional development, all these staff will participate in training which enables them to consistently apply the requirements of this policy.

3.0 Related policies

This policy is part of a suite of policies which should also be referred to:

- Behaviour policy
- Pupil Induction Arrangements

4.0 Academy Mission Statement

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5.0 Introduction

5.1 This Academy is a member of Delta Academies Trust. It will work closely with Delta Academy personnel and other Delta academies to ensure that this policy is consistently applied in line with uniform policies in other Delta academies. The purpose of this guidance is to support the development of an Academy uniform policy, which is sensitive to the needs of and beliefs of the whole community. The Academy will act fairly and reasonably, bearing in mind our duties under the Human Rights Act 1998 and anti-discrimination legislation, which are explained within this document.

5.2 It is the Academy's policy that all children wear an Academy uniform when attending the Academy or when participating in an Academy-organised event outside normal Academy hours. We provide a complete list of the items needed for Academy uniform in our prospectus and below.

6.0 Aims

- 6.1 Our policy on Academy uniform is based on the notion that a uniform:
- promotes a sense of pride in the Academy in line with our ethos, values and beliefs;
 - engenders a sense of community and belonging towards the Academy;
 - supports positive behaviour and discipline;
 - is practical and smart;
 - identifies pupils with the Academy and encourages identity with the Academy;

- prevents children from attending the Academy in fashion or ‘designer’ label clothes, that could be distracting in class or create a sense of competition;
- makes children feel equal to their peers in terms of appearance and helps nurture cohesion between different groups of pupils;
- is regarded as suitable wear for the Academy and is seen as good value for money by most parents/carers; and
- is designed with health and safety in mind.

7.0 Expectations

We expect all children and young people to comply with this uniform policy, which will be monitored. Anyone who falls short of the requirement will be advised of this fact by their Tutor, class teacher or Learning Manager and given the opportunity to improve. Failure to comply will be referred to Senior Management.

8.0 Non Compliance with the Academy’s Uniform Policy

- 8.1 The Principal can discipline a child for breach of the uniform policy. However, the Department for Education (DfE) does not consider exclusion to be an appropriate response to breaches of the Academy’s uniform policy, *except* where they are persistent and defiant. Where a child repeatedly refuses to comply with uniform policy even if they do not otherwise display poor behaviour, the Academy may consider placing the pupils for a limited time in the Academy’s pupil support centre, depending on the individual circumstances of the case.
- 8.2 The Principal or a person authorised by the Principal may ask a young person to go home, once gaining the parent’s/carer’s permission, to remedy a breach of the Academy’s rules on appearance or uniform. This should be for no longer than is necessary to remedy the breach. This is not exclusion, but an authorised absence. However, if the student continues to breach uniform rules in such a way as to be sent home to avoid attendance, or takes longer than is strictly necessary to effect the change, the student’s absence may be counted as unauthorised absence. Pupils will not be sent home indefinitely or for longer than is strictly necessary to remedy the breach, as this could amount to an unofficial exclusion. In **all** such cases parents/carers will be notified and the absence will be recorded. When making this decision, the pupil’s age, vulnerability, how easily and quickly the breach can be remedied and the availability of the parent/carer will be considered. If the pupil then repeatedly infringes the Academy’s rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion.
- 8.3 Where a child or young person is not adhering to the Academy’s uniform policy, staff will be considerate and discreetly try to establish the reasons for this. We understand there may be good reasons why a pupil may not attend the Academy in the correct uniform. For example, their uniform may have been lost, stolen or damaged. In circumstances such as this, sending the pupil home or to the pupil support centre may not be appropriate in every case. If a pupil is not wearing the correct uniform because their parents are in financial difficulties, the Academy will be sensitive to this situation. The Academy will give parents/carers time to purchase the required items and/or consider whether an Academy or a Local Authority clothing grant can be supplied. A child or young person will not be made to feel uncomfortable, nor

discriminated against, because their parents/carers are unable to provide them with the required items of Academy uniform.

9.0 The Role of Parents/Carers

- 9.1 We ask all parents/carers who send their children to the Academy to support the uniform policy.
- 9.2 We believe that parents/carers have a duty to send their children to the Academy correctly dressed and ready for their daily work. One of the responsibilities of parents/carers is to ensure that their child has the correct uniform that it is clean and in good repair.
- 9.3 If any parent/carer would like the Academy to modify the uniform policy they should make representation in the first instance to the Principal. The Academy welcomes children and young people from all backgrounds and faiths. If there are serious reasons, e.g. on religious or health grounds, why parents/carers want their child to wear clothes that differ from the Academy uniform, the Academy will look at such requests sympathetically.

10.0 The Role of the Education Advisory Board (EAB) Members

- 10.1 The Education Advisory Board supports the Principal in implementing the Academy uniform policy. It will consider all representations from parents/carers regarding the uniform policy and will liaise with the Principal to ensure that the policy is implemented fairly and with sensitivity.
- 10.2 It is the EAB Members' responsibility to ensure that the Academy uniform meets all regulations concerning equal opportunities.

11.0 Academy Uniform

GIRLS	BOYS
General Compulsory Uniform	General Compulsory Uniform
<p style="text-align: center;">Nursery – Y2</p> <p>Blue Academy jumper OR cardigan (sweatshirt material)</p> <p>White polo shirt</p> <p>Black trousers (no cling-style trousers or combats/chino) OR black knee length skirt</p> <p>Plain White or black socks or plain black tights</p> <p>Traditional plain black shoes (no logos/no trainers/no boots)</p> <p>Black PE shorts</p> <p>Blue Academy PE polo shirt</p> <p>Blue PE socks</p> <p>Trainers / Black plimsols</p> <p>Academy book bag</p>	<p style="text-align: center;">Nursery – Y2</p> <p>Blue Academy jumper (sweatshirt material)</p> <p>White polo shirt</p> <p>Black trousers (no combats/chinos) OR shorts (above the knee)</p> <p>Plain Grey or black socks</p> <p>Traditional plain black shoes (no logos/no trainers/no boots)</p> <p>Black PE shorts</p> <p>Blue Academy PE polo shirt</p> <p>Blue PE socks</p> <p>Black plimsols</p> <p>Academy book bag</p>
Optional	Optional
Summer Dress Blue or Yellow	

Year 3 – 6 (Key Stage 2)	Year 3 – 6 (Key Stage 2)
<p>Blue Academy blazer</p> <p>White shirt (not a polo shirt and not fitted/tailored), long or short sleeved</p> <p>Black trousers (no cling-style trousers or combats/chino) OR black knee length skirt</p> <p>Plain white or black socks or plain black tights</p> <p>Academy tie</p>	<p>Blue Academy blazer</p> <p>White shirt (not a polo shirt) long or short sleeved</p> <p>Black trousers (no combats/chinos) OR shorts (above the knee)</p> <p>Plain grey or black socks</p> <p>Academy tie</p>

<p>Traditional plain black shoes (no logos/no trainers/no boots)</p> <p>Black PE shorts</p> <p>Blue Academy PE polo shirt</p> <p>Blue PE socks</p> <p>Trainers / Black plimsols</p> <p>Full swimsuit (Years 3-5 only)</p> <p>Academy book bag</p>	<p>Traditional plain black shoes (no logos/no trainers/no boots)</p> <p>Black PE shorts</p> <p>Blue Academy PE polo shirt</p> <p>Blue PE socks</p> <p>Trainers / Black plimsols</p> <p>Swimshorts (Years 3-5 only)</p> <p>Academy book bag</p>
Optional	Optional
<p>Black v-neck jumper - knitted</p> <p>Academy outdoor coat</p> <p>Summer dress blue or yellow</p>	<p>Black v-neck jumper - knitted</p> <p>Academy outdoor coat</p>

Year 7 – 11 (Key Stage 3&4)	Year 7 – 11 (Key Stage 3&4)
<p>Black Academy blazer</p> <p>White shirt, long or short sleeved (not a polo shirt and not fitted/tailored blouse) with top button</p> <p>Academy tie</p> <p>Black trousers (no cling-style trousers or combats/chinos) OR black knee length skirt</p> <p>Plain white, grey or black socks or plain black tights</p> <p>Traditional plain black shoes (no logos/no trainers/no boots)</p> <p>Black PE shorts</p> <p>Blue Academy PE polo shirt</p> <p>Blue sports socks</p> <p>Trainers (no leisure shoes)</p> <p>Shinpads</p> <p>Full swimsuit (Years 7-9 only)</p>	<p>Black Academy blazer</p> <p>White shirt long or short sleeved (not a polo shirt) with top button</p> <p>Academy tie</p> <p>Black trousers (no cling-style trousers or combats/chinos)</p> <p>Plain white, grey or black socks</p> <p>Traditional plain black shoes (no logos/no trainers/no boots)</p> <p>Black PE shorts</p> <p>Blue Academy PE polo shirt</p> <p>Blue sports socks</p> <p>Trainers (no leisure shoes)</p> <p>Football boots and shinpads</p> <p>Swimshorts (Years 7-9 only)</p>

Optional	Optional
Black v-neck jumper - knitted Academy outdoor coat or a smart coat that is a subdued colour	Black v-neck jumper - knitted Academy outdoor coat or a smart coat that is a subdued colour
In line with current arrangement specific dress codes will apply to vocational areas eg sports kit for sports, tunics for beauty and hair, polo shirts and overalls for construction, plumbing, electric and motor vehicle.	
6th Form (Key Stage 5)	6th Form (Key Stage 5)
Business Dress Code Smart trousers OR knee length skirt (no leggings) Smart blouse with sleeves or a smart dress (in keeping with the expectations placed on younger pupils)	Business Dress Code Smart trousers Shirt and optional tie (tied correctly in keeping with the expectations placed on younger pupils)
Plain flat or low heeled shoes (no pumps/trainers)	
Photo ID key card and lanyard (compulsory for safeguarding purposes)	
No visible tattoos or body piercings	
No football hoodies or tracksuit bottoms (with the exception of Academy sports kit)	
No unnatural hair colour	
In line with current arrangement specific dress codes will apply to vocational areas eg sports kit for sports, tunics for beauty and hair, polo shirts and overalls for construction, plumbing, electric and motor vehicle.	

WE EXPECT PUPILS TO ADHERE TO THE ACADEMY UNIFORM AS DETAILED ABOVE SO THAT A SMART AND PROFESSIONAL APPEARANCE IS MAINTAINED AT ALL TIMES.

12.0 Jewellery

- No personal jewellery other than a wrist watch to be worn
- Medic alert bracelets and necklaces may be worn and need to be visible
- Religious symbols may be worn underneath the uniform.
- For sport and PE, the Academy will follow the professional advice associated with each particular sport with regard to wearing religious symbols. This may include removal of the symbol or other measures devised to ensure there is no health or safety risk to the wearer or other pupils. (The British Association of Advisers and Lecturers in PE (BAALPE) guidance will be consulted here)

13.0 Bags

A robust, bag which can hold appropriately sized books, e.g. A4 sized paper/files/exercise books will be required for secondary school pupils. The Academy may issue additional instructions regarding this, particularly for its primary school children, promoting the use of bags with high visibility strips.

14.0 Additional Information

- Children should have a doctor's note if they need to wear alternative footwear for the Academy, due to a medical condition or serious injury
- Extremes of hair fashions, unnatural colours, patterns in hair, make-up, piercing, eyebrow shavings are not allowed
- For any other item of clothing which does not conform to the Academy dress code, parents/carers will be contacted in order to make arrangements to resolve the situation
- All items of uniform should be clearly labelled with the pupil's name

15.0 Items of Value Such as Mobile Phones, MP3 Players & Games Consoles

- 15.1 The Academy understands that many parents/carers want their child to carry a mobile phone for safety reasons. Given the value of such items, the Academy strongly discourages mobile phones from being brought to school. In the event of any loss or damage, the Academy will not be held liable for replacement or repair of these. Any child who has these items visible and in use within the Academy will have the item removed and placed in the Academy safe to be collected at the end of the day by the pupil on the first occasion. On subsequent occasions these items will need to be collected by the parent/carer.
- 15.2 The Academy accepts no responsibility or liability for the loss or theft of any such items. Items of value that are brought into the Academy remain the responsibility of the pupil at all times.
- 15.3 Children are strongly discouraged from bringing large sums of money into the Academy. If pupils are paying for trips related to the Academy curriculum, specific details will be sent to parents/carers regarding how safe and secure payments can be made.

16.0 Medical Dispensations

The policy will meet the needs of individual pupils because of temporary or permanent medical conditions. For example, children with some skin conditions may be unable to wear specific fabrics or children with foot or leg injuries may be unable to wear Academy shoes. An official medical certificate will be required for any pupils requiring long-term dispensation due to medical conditions.

17.0 Monitoring and Review

17.1 The Local Education Advisory Board monitors and reviews the Academy uniform policy by:

- seeking the views of parents/carers, to ensure that they agree with and support the policy;
- considering, with the Principal, any requests from parents/carers for individual pupils to have special dispensation with regard to Academy uniform; and
- requiring the Principal or nominee to report to the EAB Members on the way the Academy uniform policy is implemented

17.2 The Associate Assistant Principal will work with all staff to ensure this policy is fully implemented. Senior leaders will also monitor and review the development of this important policy and make a written report to the Local Education Advisory Board on an annual basis.

18.0 Approval by the Education Advisory Board and Review Date

This policy has been formally approved and adopted by the Education Advisory Board at a formally convened meeting

Policy approved: _____

(Chair of Education Advisory Board)

Date: _____

Date of Policy review: December 2017

End of Statement