



# Hope Academy

A joint Catholic & Church of England Academy

## UNIFORM POLICY

*Mission Statement:*

*“A community of learners of all ages from the local area committed to mutual service where all can flourish, be their best and work for the common good to the glory of God and his creation.”*

APPROVED			
REVIEW DATE			
SIGNED PRINCIPAL		PRINT NAME	
SIGNED CHAIR OF GOVERNORS		PRINT NAME	

## **UNIFORM POLICY**

### **Introduction**

Uniform plays a valuable role in contributing to the ethos of an Academy and setting an appropriate tone. Most schools/academies in England have a uniform or a dress code, and other rules on appearance. The DfE strongly encourages schools to have a uniform as it can instill pride; support positive behaviour and discipline; encourage identity with, and support for, the school/academy ethos; ensure students of all races and backgrounds feel welcome; protect children from social pressures to dress in a particular way; and nurture cohesion between different groups of students. Above all, many schools believe that school uniform supports effective teaching and learning.

### **DfE Guidance**

DfE guidance states that the essential factor to be taken into consideration when determining uniform policy is that schools should act 'fairly and reasonably'.

### **Considerations in establishing the policy**

Hope Academy whilst setting its uniform and appearance policy has:

- Consulted widely on the proposed Academy Uniform Policy. The new uniform (January 2011) was agreed in consultation with a range of groups including parents and students.
- Considered how the proposed uniform policy might affect each group represented in the Academy.
- Described the uniform/appearance policy clearly and publicised it well.
- Agreed to consider carefully any request that is made to vary the policy to meet the needs of any individual student to accommodate their religious beliefs.
- Agreed to consider carefully any request that is made to vary the policy to meet the needs of an individual student because of temporary or permanent medical conditions.

The Academy Uniform and other items that must be purchased in accordance with Academy rules can be expensive, particularly for low income and large families. In deciding the design of the Academy uniform, in accordance with DfE guidance the governing body has given high priority to cost considerations. The Academy Uniform should not be so expensive as to leave students or their families feeling unable to apply to or attend the Academy, or forgoing necessities in order to meet the cost of uniform.

### **Academy Uniform Description**

The following personal appearance and uniform requirements have been approved by the governing body for students of Hope Academy, and should be adhered to by all students at all times while attending the Academy, attending Academy activities at other locations and while on route to or from the Academy or Academy activities.

## **General requirements**

### **Main School**

#### **Girls:**

- Hope Academy Dark Grey Jacket
- Hope Academy V neck jumper
- Tie in assigned Academy colour
- White formal long or short sleeved shirt (top button on the collar to be done up at all times)
- Black plain smart formal knee-length pleated skirt
- Black plain smart formal trousers (NOT fashion, flares, hipsters, belted, denim or canvas)
- Socks in plain black or tights in black or flesh colour
- Black shoes
- Jewellery – one watch only
- Muslim girls may wear a hijab, this must be in black

#### **Boys:**

- Hope Academy Dark Grey Jacket
- Hope Academy V neck jumper
- Tie in assigned Academy colour
- White formal long or short sleeved shirt (top button to be done up at all times)
- Black plain smart formal trousers (NOT fashion, flares, hipsters, belted, denim or canvas)
- Socks in plain black
- Black shoes
- Jewellery - one watch only

#### **NB:**

- **Jumpers and jackets must be worn at all times until the weather dictates an announcement otherwise.**
- **Black formal shoes MUST be worn (capable of taking polish, slip on or lace up). Trainers MUST NOT be worn.**

### **PE Kit:**

#### **Girls/Boys:**

- Academy polo shirt
- Academy shorts (NOT hot pants)
- Academy Micro Fleece
- Trainers (black or white)

### **Sixth Form:**

- Modest clothing
- No beachwear, ripped items of clothing

**NB: Where students do not have correct uniform with them, the Principal will apply sanctions up to and including sending students home to change into appropriate dress.**

### **Cultural and religious considerations**

While students must adhere to the Academy's Uniform Policy, the Academy will endeavour to be considerate to the needs of different cultures, races and religions.

Various religions require their adherents to conform to a particular dress code, or to otherwise

outwardly manifest their belief. Some religions require adherents to wear or carry specific religious artifacts, others may hold a belief that they should not cut their hair, and a number of religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head.

The governing body recognises that it may be possible for many religious requirements to be met within the Uniform Policy and that the Academy will act reasonably in accommodating religious requirements. However, in fulfilling its obligations, the Academy may at times have to balance the rights of individual students against the best interests of the Academy community as a whole.

### **Gender and Sex Discrimination**

The Academy will ensure that its uniform policy does not discriminate on the grounds of gender. The Academy's uniform rules will not disadvantage one gender compared with the other.

### **Physical Education**

The uniform adopted by the Academy also includes clothing required for Physical Education (PE). In determining the kit for PE/Games the Academy has adopted a sensitive, flexible approach to this issue bearing in mind the equalities issues outlined in the DfE guidance. There is some evidence to suggest that participation and enjoyment of sport is enhanced where students feel comfortable about their PE clothing, particularly girls.

The Academy has chosen a PE/ games uniform, which is practical, comfortable and appropriate to the activity involved.

### **Breaches of Uniform Policy**

Students not wearing full and correct uniform will be sent home to change. Form tutors will refer students to their **Head of House**. The **Head of House** will first telephone home to ascertain permission for the child to leave the premises; if no reply, the student is to be kept separate from the rest of the class and a letter sent home that evening outlining the problem. A standard letter is provided for this purpose.

Where there is a genuine case of hardship financial assistance may be considered and the **Head of House** will organise this with the parents.

Senior Staff can discipline students for breach of uniform/appearance policy. However, the DfE does not consider exclusion to be an appropriate response to breaches of school uniform/appearance policy, except where they are persistent and defiant.

Where a student repeatedly refuses to comply with the Academy's Uniform Policy but does not otherwise display poor behaviour, the Academy believes that exclusion could be an appropriate response, depending on the circumstances of the case. Each case will be reviewed by the Principal, Senior Leadership Team and/or governing body as appropriate.

A uniform monitoring card will be applied across the Academy

### **Monitoring, evaluation and review**

The governing body will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.

