



PARK HALL ACADEMY

Name of Policy	Uniform Policy
Lead	Spencer Gregory, Deputy Headteacher
Governor Committee	BSII Committee
Governor Approved	02 October 2018
Review Frequency	Yearly
Next Review	October 2019

Uniform policy for Years 7 to 11

Our uniform policy and dress codes have been drawn up in consultation with students, parents, and staff. This updated policy has been implemented from September 2010.

Aims

A high standard of personal appearance is expected of all students. Through our uniform and dress codes we aim to:

- encourage pride in the Academy
- support teaching and learning
- enable students to be comfortable, safe and secure
- ensure that students of different social, religious and ethnic groups feel welcome
- encourage a sense of equality and cohesion
- protect students from social pressures to dress in a particular way

In this way, the uniform and dress codes contribute to the overall aims of the Academy.

Uniform

Regulation items of uniform can be purchased from the Academy e.g. ties and badges. Other items such as trousers, skirts and shirts can be sourced from supermarkets or other high street stores. The current list is as follows:

Girls Uniform

- Black smart trousers (not jeans or any other casual or high fashion style) or black skirt (The hem of this should touch the floor when the student kneels down and should be no more than 5cm below the knee)
- White Shirt/Blouse, worn tucked in
- Tie : Key Stage 3 reflecting House colours
 Key Stage 4 reflecting House colours
- Black V neck jumper
- Black Blazer or tailored jacket with Academy badge
- Black shoes (not Boots, Casual Footwear or Trainers) flat / low heeled (no more than 1" high) shoes suitable for wearing during the day and to and from the Academy
- Plain black or natural coloured tights, not footless or legging style
- Socks, black or white, not 'over the knee'
- Plain, dark coloured coat, preferably blue or black (denim, leather, 'zip tops' and suede jackets are not permitted) - optional

PE Uniform

- Black Academy Polo shirt (Park Hall logo on the front)
- Plain black shorts
- Plain black tracksuit bottoms
- Academy fleece (with Park Hall logo) - optional
- White sport socks
- Trainers

Boys Uniform

- Black Trousers (not jeans or any other casual or high fashion style)
- White Shirt, long or short sleeved, tucked in
- Tie : Key Stage 3 reflecting House colours
 Key stage 4 reflecting House colours
- Black V neck jumper

- Black Blazer or jacket with Academy badge
- Black shoes (not Boots, Casual Footwear or Trainers)
- Plain, dark coloured coat, preferably blue or black (denim, leather, 'zip tops' and suede jackets are not permitted) - optional

PE Uniform

- Black Academy Polo shirt (with Park Hall logo)
- Black and White Academy Rugby shirt
- Plain black shorts
- Plain black tracksuit bottoms
- Academy football socks
- Trainers
- Football Boots
- Shin pads
- Gum Shield

Jewellery, hair and makeup

1 ring per hand

1 small pair of sleepers or studs to be worn in the ear lobe (no hoops or long earrings for health and safety reasons)

No visible body piercing other than one earring in each earlobe (this includes tongue piercings).

Make up should not be worn in Key Stage 3 and should be appropriate to a professional working environment in Key Stages 4 and 5. No nail varnish should be worn.

Hairstyles should be appropriate to a professional working environment e.g. no extreme styles or colours and no brightly coloured braiding. If hair extensions are worn, no beading is permitted. Extensions must also be in a colour that naturally blends with the hair

Outdoor clothing, including coats, hats and scarves, must be removed on arrival at school and not worn inside the building

Health & Safety

Students are required to remove any item of jewellery for PE lessons and to tie back long hair when in any laboratory, practical room or workshop setting. Appropriate footwear must be worn when in workshops settings. Expensive items of jewellery are not recommended for school wear to minimize any risk of loss, harassment or bullying.

Security

All students in Years 7 – 11 must wear Academy uniform when on site. This allows easy identification of students at all times. Students may wear their own clothing or appropriate work based clothing when attending vocational experiences should the host site allow this but this should not be worn within the Academy building.

Sixth Form Dress Code

Students should be appropriately dressed at all times. The Sixth Form student dress code is based on 'smart Business Dress'- requirement for students to be dressed smartly and respectfully. The following guidelines may be useful for girls and boys.

6th form Boys	6th Form Girls
<ul style="list-style-type: none"> • Grey , Navy or Black Suit • Plain Collared shirt – light colour (white, light blue or pastels) • Tie • Black or brown polished shoes 	<ul style="list-style-type: none"> • Grey, Navy or black skirt or trouser suit or • Plain Grey, Navy or Black dress with matching jacket. • Tailored, plain work blouse. • Black, navy, brown or grey polished shoes.

Guiding Principles

- Outdoor Coats and hats must not be worn in the academy.
- Boys – No novelty ties or super skinny trousers.
- Girls - all skirts and dresses to be knee length. No low cut, sheer, strappy or crop tops.

Cost of uniform

We want to ensure that the cost of uniform does not deter any student from applying to Park Hall Academy, nor leads to students feeling socially excluded or unable to afford other necessities. Parents and carers who are unable to provide their son or daughter with the required items of Academy uniform should contact their son or daughters Head of Year at school. Such approaches will be handled with discretion and sensitivity.

The uniform suppliers costs and quality of the uniform are reviewed regularly to ensure that it provides good quality clothing at an affordable price.

Accordingly, the majority of the uniform can be bought 'off the peg' from any high street outlet or supermarket.

The only items which require purchase from an Academy supplier are the tie, badge, and PE kit. These items of uniform can be bought directly from the Academy via Parent Pay. This allows parents and carers to save postage and delivery costs.

Where parents/carers anticipate purchasing new items of uniform at the next available pay date, the Academy can provide substitute uniform for a period of time to allow students to attend in full uniform.

Enforcement of the uniform policy

It is the responsibility of parents and carers to ensure that their son or daughter comes to school in the correct uniform. All staff are responsible for monitoring uniform and have a responsibility for ensuring that students are correctly dressed in class and elsewhere on the school site.

A student wearing non uniform clothing will be sent to their Head of Year for appropriate and relevant sanctioning. In the event of repeated uniform infringements parents will be contacted by the Head of Year.

Where students are not wearing their uniform correctly, a break time or lunch time detention will follow from their form tutor. Where the uniform policy has been breached significantly, the student may work in isolation.

Persistent refusal to follow the uniform code may also result in isolation.

In the case of jewellery and other accessories, the student will be asked to remove the item, which may be confiscated and stored at Student Services. In this instance the student may collect the item at the end of the day unless it is the third time of confiscation where upon parents are requested to collect the item(s).

The Deputy Headteacher for Behaviour, Safety, Intervention and Inclusion is the final judge in all matters of uniform and dress working under the Uniform and Behaviour Policies. Appeals against this judgment would take place under the Academy Complaints Procedure.

Warm Weather Arrangements

During periods of high temperatures, the uniform code may be relaxed. This will be at the Headteacher's discretion. He/she may decide to relax the code on a day by day basis or, during times of prolonged good weather, for a set period of time.

A relaxing of the code will result in students not having to wear their blazers/jackets and tie. All other aspects of the code will apply i.e. trousers or skirt with shirt tucked in. Top buttons may be left undone.

This will be communicated to students via their form tutors.

Human Rights, Equality and Discrimination Issues

The Human Rights Act 1998 protects the right to 'manifest one's religion or beliefs'.

We acknowledge that various religions and beliefs require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief.

We feel that through this policy many religious requirements can be met and we can accommodate many religious requirements.

However, we also note that the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion or belief at any time, in any place, or in any particular manner. In order to promote the health, safety, protection of rights and freedoms of others certain religious artifacts cannot be carried as part of the Academy uniform. Please see below for examples.

Buddhism

In general there are no religious requirements for everyday dress for Buddhists.

Christianity

For the majority of Christians there are no particular dress requirements. In some Christian sects such as the Plymouth Brethren women and girls are expected to wear headscarves and modest clothing.

Hinduism

In general it is not considered acceptable for a Hindu woman to have uncovered legs therefore trousers can be worn.

Judaism

Dress requirements vary with orthodoxy. For more orthodox Jews women and girls are expected to keep the body covered and married women cover their hair. Boys and men often wear a skullcap. These requirements can be met within the uniform policy.

Islam

The reason for young women beyond puberty wishing to wear full clothing is modesty; that is, not wishing to receive unnecessary attention.

Young women are appropriately modestly dressed if they are wearing salwar kameez or jilbaab with headscarf without the need to wear niqaab in school.

Men are expected to be covered from waist to knee in public places, many Muslim men may also choose to wear a cap but this is not a compulsory religious requirement.

Sikhism

In general covering the body is a requirement. All initiated Sikhs wear the five 'K' symbols as a sign of their initiation into the Sikh community.

Kesh means hair. Male Sikhs wear a turban, the removal of this is unacceptable.

Khanga means comb.

Karra literally means a link or bondage (steel bangle).

Kachha is a pair of shorts.

Kirpan is a sword (short 'dagger' style, usually 6"-9")

(All of these items can be accommodated in the Academy uniform apart from the Kirpan which cannot be worn due to health and safety reasons. The Karra should also be removed for PE lessons for health and safety reasons.)

Rastafarian

Rastafarian women dress modestly. There is a taboo on wearing second hand clothing, and therefore children may be unwilling to wear borrowed clothing for PE, etc.

In order to fulfil our obligations, we have to balance the rights of individual pupils against the best interests of the Academy community as a whole. We prioritise the effective delivery of teaching and learning, the promotion of cohesion and good order in the Academy, the prevention of bullying, and genuine health and safety of all Park Hall community members above all else and so therefore certain restrictions may be put in to place.

When formulating this uniform/appearance policy, we have considered our obligations not to discriminate unlawfully on the grounds of sex, race, disability, sexual orientation and religion or belief. This also covers any form of 'indirect' discrimination involving the application of a requirement, which, although applied equally to everyone, puts those of a particular gender, race, sexual orientation or religion or belief at a disadvantage because they cannot in practice comply with it.

Issues arising from the policy

Parents and carers should raise any issues relating to Academy uniform, dress codes or other aspects of appearance with their son or daughters form tutor. Requests to vary the uniform requirements for particular reasons, such as medical needs, will always be carefully considered.

Policy reviews

Our uniform regulations are reviewed annually; the review includes consideration of uniform items, supply, cost and value for money. Parents/carers, students and staff are consulted regularly. The latest review has taken into account the School Uniform Guidance 2013.