



Park Hall Academy

Uniform Policy for Parents/ Carers



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 will be implemented from September 2011.

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 one of the Academy stockists. Alternatively many 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)

Girls PE Uniform

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



Park Hall Academy

Uniform Policy for Parents/ Carers



- 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)

Boys PE Uniform

- Black Academy Polo shirt (with Park Hall logo)
- Black and White Academy Rugby shirt
- Plain black shorts
- Plain black tracksuit bottoms (with Park Hall logo)
- 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, long earrings or 'stretch' style earrings including 'tunnels' or 'spikes' 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, including shaved patterns 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 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

Sixth Form students have the right to wear their own clothes, not the Academy uniform. With this comes the responsibility to dress appropriately for a place of work. Students are expected to be smart and not wear anything that anyone could deem offensive (e.g. an FCUK slogan) or inappropriate (e.g. extremely short skirts, shorts, or low cut tops). It is expected that younger students and visitors would see Sixth Form students as good role models and as the best that Park Hall has to offer.

Cost of Uniform



Park Hall Academy

Uniform Policy for Parents/ Carers



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 House at school. Such approaches will be handled with discretion and sensitivity. The uniform suppliers, costs and quality of the uniform are reviewed annually 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 outfitter are the tie, badge, and PE kit. These items of uniform can be bought from Clive Marks and the Academy General Office (for ties and badges).

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 form tutor for appropriate and relevant sanctioning. In the event of repeated uniform infringements parents will be contacted by the Head of House. Where students are not wearing their uniform correctly, a break time or lunch time detention will follow from their form tutor. Persistent refusal to follow the uniform code may result in internal exclusion.

In the case of jewellery and other accessories, the student will be asked to remove the item, which may be confiscated and stored at Reception. 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 Individual Learning Leader 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 Principal'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 artefacts 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.



Park Hall Academy

Uniform Policy for Parents/ Carers



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 daughter's 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 and no less frequently than every two years.