



Aspire Accomplish Achieve

University Academy Keighley

Uniform policy

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1.0 Roles and Responsibilities

- 1.1 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 Vice Principal - Standards.

2.0 Suggested Audience:

All staff, parents and students.

3.0 Related policies

- 3.1 This policy is part of a suite of documents which should also be referred to:

- Behaviour policy
- Student planner

4.0 University Academy Keighley Mission Statement

Aspire Accomplish Achieve

5.0 Introduction

- 5.1 The Department for Education (DfE) has produced guidance for schools (*School uniform. Guidance for governing bodies, school leaders, school staff and local authorities. September 2013.*)
- 5.2 The Academy supports this guidance, as its purpose is to ensure that this policy is sensitive to the needs of and beliefs of the whole community. It advises that Academies should act fairly and reasonably, bearing in mind their duties under the Human Rights Act 1998 and anti-discrimination legislation, which are explained within this document.
- 5.3 It is the Academy's policy that all students wear 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 Academy prospectus and below.

6.0 Aims

- 6.1 Our policy on Academy uniform is based on the notion that Academy 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 the students with the Academy and encourages identity with the Academy.
 - Prevents students from coming to Academy in fashion or 'designer' label clothes that could be distracting in class or create a sense of competition.

- Makes students feel equal to their peers in terms of appearance and helps nurture cohesion between different groups of students.
- Is regarded as suitable wear for the Academy and is good value for money by most parents/carers.
- Is designed with health and safety in mind.

7.0 Expectations

- 7.1 We expect all students to comply with this uniform policy, which will be monitored. Any student who falls short of the requirement will be advised of this fact by their Form Tutor and given the opportunity to improve. Continued failure to comply will be brought to the attention of the Pastoral Managers in the first instance. Repeated failure to comply will be referred to the Lead Behaviour Director.

8.0 Non Compliance with the Academy's Uniform Policy

- 8.1 The Principal can discipline a student for breach of the uniform policy. However, the DfE does not consider exclusion to be an appropriate response to breaches of Academy uniform policy, *except* where they are persistent and defiant. Where a student repeatedly refuses to comply with Academy uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case.
- 8.2 The Principal, or a person authorised by the Principal, may ask a student 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 an exclusion, but is recorded as an authorised absence. However, if the student continues to breach uniform rules in such a way as to be sent home to avoid Academy, or takes longer than is strictly necessary to effect the change, the student's absence may be counted as unauthorised absence. Students 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 student's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent/carer, will be considered. If the student 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 student is not adhering to Academy uniform policy, Academy staff will be considerate and will discreetly try to establish the reasons for this. We understand there may be good reasons why a student is not attending the Academy in the correct uniform. For example, their uniform may have been lost, stolen or damaged. Sending the student home or excluding them may not be appropriate in every case. If a student is not wearing the correct uniform because their parents are in financial difficulties, the Academy will be sensitive to the needs of the student. The Academy will give parents/carers time to purchase the required items and/or consider whether an Academy or local authority clothing grant can be supplied. A student 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 Academy correctly dressed and ready for their daily Academy work. One of the responsibilities of parents/carers is to ensure that their child has the correct uniform, and 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 students from all backgrounds and faiths. If there are serious reasons, e.g. on religious grounds, why parents/carers want their child to wear clothes that differ from the Academy uniform, the Academy will look at such requests.

10.0 The Role of the Governors

- 10.1 The Governing Body supports the Principal in implementing the Academy uniform policy. It considers all representations from parents/carers regarding the uniform policy and liaises with the Principal to ensure that the policy is implemented fairly and with sensitivity.
- 10.2 It is the Governors' responsibility to ensure that the Academy uniform meets all regulations concerning equal opportunities.

11.0 The Academy Uniform

General Compulsory Uniform (Girls)	General Uniform (Boys)
<ul style="list-style-type: none"> • Black Academy Blazer showing the Academy logo • An Academy tie – with Community colour stripe • White shirt (not a polo shirt), long or short sleeve • Black Academy trousers (tailored, not tight fitting), or A-line skirt or trousers with tunic (equivalent to Shalwar Kameez) with Academy logo. • Plain black / grey socks or black tights • Plain black shoes (No trainers or pumps) 	<ul style="list-style-type: none"> • Black Academy Blazer showing the Academy logo • An Academy tie – with Community colour stripe • White shirt (not a polo shirt) long or short sleeve • Black Academy trousers (tailored, not tight fitting) • Plain black / grey socks • Plain black shoes (No trainers or pumps)
<p style="text-align: center;">Optional</p> <ul style="list-style-type: none"> • Academy black jumper with logo • Plain black headscarf with the Academy logo. • Academy shower-proof jacket with logo 	<p style="text-align: center;">Optional</p> <ul style="list-style-type: none"> • Academy black jumper with logo • Academy shower-proof jacket with logo

<ul style="list-style-type: none"> Academy tunic (appropriate length i.e. knee length). 	
Physical Education (Girls)	Physical Education (Boys)
<ul style="list-style-type: none"> Academy white polo shirt with logo Plain black tracksuit bottoms Black games socks Trainers Shin pads 	<ul style="list-style-type: none"> Academy white polo shirt with logo Plain black tracksuit bottoms Black games socks Trainers Shin pads
Optional	Optional
<ul style="list-style-type: none"> Academy sweatshirt with hood and logo Plain black shorts 	<ul style="list-style-type: none"> Academy sweatshirt with hood and logo Plain black shorts

Post 16

UAK6 believes that a sixth form dress code will promote fairness and equality for all Sixth Form students as well as giving them an adult image. Additionally we believe the dress code strikes a balance between some degree of individuality whilst recognising the importance of setting an example to the younger members of the school communities, parents, prospective employers/Admissions tutors and visitors to the academy. The Sixth Form dress code encourages smart, stylish dress which expresses our students' self-confidence, pride and sense of the standards expected.

- Smart trousers or jeans. Leather trousers, track suit bottoms, skinny joggers, shorts or ripped jeans are not acceptable.
- Skirts should be modest. No miniskirts.
- Tops: shirts, t-shirt or polo shirt or blouse. Tops with shoestring/vest straps, football or other sports shirts and tops with logos/slogan which may be deemed offensive are not acceptable. Midriffs must be covered.
- Smart, appropriate, plain coloured footwear is required.
- Hats, caps or hoods must not be worn indoors as a matter of common courtesy. This applies to both boys and girls.
- Students will be expected to dress smartly on formal occasions such as, Open Evenings, Prize Evenings, School Conference etc.

12.0 Jewellery

Only one single stud earring in each ear lobe is allowed.

- 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.

13.0 Bags

- A large bag to hold A4 sized paper/files/exercise books (small fashion bags are **not** appropriate).

14.0 Additional Information

- Students 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, make-up, piercings and eyebrow shavings are not appropriate.
- 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 your name.
- Where health and safety requires it (e.g. in Performance Studies / Food Technology), students should tie their hair up.

15.0 Items of Value Such as Mobile Phones, Ipads, Tablets, Laptops, Games consoles etc.

- 15.1 Whilst we understand that many parents/carers want their child to carry a mobile phone for safety reasons these must be switched off in the Academy unless they are being used for learning purposes and students have been given permission by a member of staff to switch them on and use them. Any student who has these items in use in lessons without permission will have the item removed, placed in the Academy safe 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 student at all times.
- 15.3 Students are strongly discouraged to bring large sums of money into the Academy. If students are paying for trips related to the Academy curriculum specific details will be sent to parents/carers as to how safe and secure payments can be made.

16.0 Medical Dispensations

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

17.0 Monitoring and Review

17.1 The Governing Body 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 students to have special dispensation with regard to Academy uniform; and
- Requiring the Principal to report to the Governors on the way the Academy uniform policy is implemented.

17.2 The Vice Principal - Standards will work with all staff to ensure this policy is fully implemented. The Vice Principal – Standards will also monitor and review the development of this important policy and make a written report to the Governing Body on an annual basis.

18.0 Approval by the Governing Body

18.1 This policy has been formally approved and adopted by the Governing Body at a formally convened meeting

Policy approved:

(Chair of Governing Body)

Date:

11th November 2014

Date of Policy review:

10th November 2015

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

19.0 Appendix 1: Religious clothing summary.

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.

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.

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 the loose tunic (knee length) and trousers with headscarf without the need to wear jilbaab or niqaab in the Academy.

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. Male Sikhs wear a turban; the removal of this is unacceptable. The Sikh bangle is also a symbol of faith and is allowed to be worn in the Academy.

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.