



# Ark John Keats Academy

## Secondary Uniform Policy

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<b>Date of next review:</b>	September 2023	<b>Owner:</b>	Aaron Collingwoode-Williams
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## 1. Introduction

Our uniform policy reflects our values and reinforces our academy's culture of high expectations, pride in our appearance and academic achievement. All students must dress according to the Uniform Policy. Our academy uniform is important to us. It is one way in which we identify ourselves as an academy community and it promotes a strong and cohesive academy identity, which supports high standards in all areas of academy life. Finally, it promotes harmony between different groups represented in the academy and enhances self-esteem and a sense of personal security.

- 1.1 We have a compulsory academy uniform for several reasons:
  - a Uniforms unite the academy. Students make a commitment that when they put on their Ark John Keats uniform, they will actively support our ethos and abide by the rules of our community.
  - b Uniforms reduce distractions. We are focused on achieving success. When students are allowed to wear their own clothing, there is potential to talk about fashions and styles rather than learning.
  - c Uniforms help ensure equality in the academy. Whether families have high incomes or low incomes, the students come to the academy looking the same way. No one has to feel bad about the clothes they have or don't have.
  - d Uniforms look professional, in that students look neat and ready to learn. Our suit-like uniform also helps prepare students for professional life and enhances their sense of formality.

Final decisions on the suitability of the uniform are always made by staff and we expect parents to support these decisions in full.

## 2. Equality and equal opportunities

- 2.1. All children have equal access to wearing the academy uniform regardless of their culture, race, religion, gender, disability or ability. Our uniform is gender neutral. We ensure that the set uniform respects other policies such as equality, race relations, sex discrimination and allows for individual sets of circumstances for all groups and individuals. [Name of academy] is committed to creating a positive climate that will enable everyone to work free from discrimination and harassment in order to achieve their full potential. Consideration has been given to how the uniform can be adapted for those who have a disability or who wish to express a cultural, religious or racial identity within the framework of an academy whilst fostering cohesion, safety and a sense of community.
- 2.2. We will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity. We will use an appropriate Equality Impact Assessment to monitor the impact of all our policies and the policy may be amended as a result of this assessment.

### 3. Expectations

- 3.1. We have taken care to ensure that our uniform is affordable and to minimise the number of items that need to be purchased from a particular supplier. Items marked as such must be purchased from our supplier and parents should take care when buying other items to ensure that they meet our expectations.
- 3.2. Items marked as \* should be purchased from our school uniform provider Lyons School Shop (Uniform4Kids) – 242 Hertford Road, Enfield, EN3 5BL
- 3.3. In the event that students are not dressed in the correct uniform or a student persistently does not follow the uniform policy, this will be followed up as detailed in the Behaviour Policy.
- 3.4. If students are missing an item of uniform, this may result in them not being able to attend lessons, and/or the loss of all of their social time until the situation is rectified. There may be occasion in which students are sent home to change uniform and return to school. This will not be deemed as an exclusion from school. Where students are issued with spare uniform, they must wear it and then return it to the office. This is a non – negotiable. Where uniform is not returned parents may be charged for it at the school uniform prices, via parent pay.

### 4. Special circumstances

- 4.1 There are very few reasons why a student should not be wearing academy uniform. If there are extenuating circumstances, parents and carers should share the reason with their child's Head of Year, either in person or by letter. The academy will always be considerate and discrete in trying to establish why a student is not wearing the correct uniform. Students will not be made to feel uncomfortable, nor discriminated against, because their parents/carers are unable to provide them with the required items of the academy uniform. In line with our ethos, we encourage discussion with the academy at the earliest opportunity if there are any difficulties.
- 4.2 There will be occasions when the academy decides that the academy uniform is not appropriate, for instance when taking part in a physical activity day, wearing different clothes due to a fund-raising event or due to extreme weather. Parents and carers will be notified in advance of the revised dress code on these days.

### 5. Uniform details

#### 5.1 Uniform

- Blazer\*: Navy with fuchsia lining.
- Shirt: Plain light blue with collar. Long or short sleeved. Must be tucked in at all times, with the top button done up.
- Tie\*: Navy with pink and gold repeated stripes with 6 stripes showing.
- Navy trousers: Trousers should have a pleated front and must be worn with black or navy socks.
- Knee-length pleated skirt: Navy pleated front skirt. Must be worn knee length, with navy tights or knee length socks or a full-length smart skirt.

- Plain navy tights: Ankle socks cannot be worn over tights. They must be worn under tights and be black/navy in colour.
- Jumper\*: Navy knitted V neck with school logo.
- Navy school rucksack\*
- Plain black shoes: No trainers or boots. Laces must be black. Shoes must be flat not heeled.
- Black or navy coloured jacket: No large branding or pictures. All jackets must be zipped – no hooded jackets or jumpers that must be removed over the head are permitted.
- ID card on correct year group lanyard

## 5.2 PE Uniform

- Tracksuit: AJK branded top and bottoms.
- Polo shirt: AJK branded navy polo shirt.
- Shorts: AJK branded navy polo shirt.
- Navy football socks: Knee length.
- Trainers: Must be appropriate for sports. No converse style trainers.
- PE bag: Navy PE bag with school logo.

## 5.3 Outdoor clothing

- Students should bring appropriate outdoor clothing during cold or wet weather. Any black or navy outdoor clothing should be dark in colour and worn on top of the academy blazer, not underneath or as an alternative to the blazer.
- Students should bring an umbrella during wet weather.
- Hats, scarves, and gloves must be dark or academy colours. They can be worn when weather appropriate, but should not be worn inside the academy building. Where students are wearing gloves, they must wear two gloves and not one alone.

## 6. Footwear

- 6.1 Students must wear closed-toe, hard-soled, all black, plain shoes with a flat sole. Footwear with flashing lights are not appropriate for school. Boots are not allowed. Where students arrive at school in incorrect footwear, they will be given a pair of school plimsolls to wear. The wearing of these plimsolls is a non – negotiable

Acceptable		Unacceptable	
			
			
			
			

## 7. Hairstyles, headscarves and headwear

- 7.1 Ark John Keats Academy is a diverse community. We recognise that different cultures prescribe different levels of importance to hairstyles, hair colouring and headwear. The academy's approach is designed to recognise this, whilst ensuring that there are clear boundaries, and a professional ethos in the academy

### 7.2 Hair

- Students' hair should be neat for appearance and health and safety. Hairstyles should be such that students' faces are not obscured or covered, so the teacher can judge their engagement with learning and their participation in discussions and practical activities. In practice, no hairstyle should hide a student's face.
- Students may not wear designs, lines or words cut into their hair or eyebrows. Students may not have lines shaved into their hair.

- If students colour their hair, it must be subtle and in line with their natural hair colour. Hair accessories must be subtle and black or navy in colour. Hair accessories must be subtle and in academy colours.
- Where students have facial hair, it must be neatly groomed, and as with hairstyles, not have designs or logos shaved into it.

### 7.3 Hats, headscarves and head coverings

- Hats, headscarves and head coverings are permitted for religious or cultural reasons and should be navy or black.
- Students are not allowed to wear hats, headscarves or any other head covering inside the academy building unless it is due to religious or cultural reasons.
- Students' faces should not be obscured or covered, so the teacher can judge a student's engagement with learning and participation in discussions and practical activities.

## 8. Jewellery, accessories and make up

8.1 Students may not wear any jewellery or make up except for the following:

- One watch (no sound effects, games or smart watches).
- Student may wear plain stud earrings. These should not be bigger than the lobe.
- A kara may be worn for religious reasons
- The academy will be unable to take any responsibility for any watches or jewellery that are lost

8.2 Accessories that are seen to be contravening these rules will be confiscated. Any make-up or nail varnish that is worn will be required to be removed immediately and the students will be issued with a sanction

## 9. Body piercing and tattoos

9.1 Body piercing is prohibited, with the exception of single, standard stud nose piercing or studded piercings on the ear lobe. No other forms of body piercing will be allowed for any student including hooped earrings. Students are not allowed to have tattoos of any kind on their body.

## 10. Naming clothing and property

10.1. Please ensure all clothing and property is clearly marked so that lost articles may be easily traced and returned. The academy cannot accept responsibility for loss or damage to students' property and valuables

## 11. Equality impact statement

We will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity.

Final decisions on the suitability of the uniform will be made by the Principal and we expect parents to support these decisions in full

## 12. Sixth Form Dress Code

Our sixth form dress code is important to us as it is one way in which we identify ourselves as a community, promoting a strong and cohesive AJK identity. Our sixth form dress code reflects our values and reinforces our academy's culture of high expectations, pride in our appearance and academic achievement. It promotes harmony between different groups represented in the academy and enhances self-esteem and a sense of personal security.

As young adults, our sixth form students have more freedom in what they wear to school than those in the secondary phase, but a smart and professional appearance remains important. Our students should be able to leave AJK and immediately attend a formal interview without having to change their appearance in any way.

## 13. Sixth Form: Expectations

Students must wear:

- A suit or formal skirt, dress, or trousers with a jacket
- Smart shirt, with a tie
- Plain, smart jumper or cardigan if desired
- Shoes should be formal and appropriate for school. Heels should not be higher than 5cm, with a closed toe, and comfortable enough to wear throughout the school day.

In addition, all sixth form students will be expected to wear a lanyard and ID card daily to signal that they belong within the sixth form.

The following items are not allowed:

- Sweatshirts or t-shirts
- Trainers, including Vans, Converse, or other canvass shoes
- Caps or hats
- Ripped clothing
- Tracksuits
- Jeans or leggings
- Short skirts or dresses
- Tight clothing or crop tops
- Excessive make up

In addition, all Sixth Form students will be expected to wear a lanyard and ID card daily to signal that they belong within the [name of school] Sixth Form.

## 14. Sixth Form: Hairstyles, headscarves and headwear

Ark John Keats Academy is a diverse community. We recognise that different cultures prescribe different levels of importance to hairstyles, hair colouring and headwear. The academy's approach is designed to recognise this, whilst ensuring that there are clear boundaries, and a professional ethos in the academy. Students' faces should not be obscured or covered, so the teacher can judge your engagement with learning and your participation in discussions and practical activities.

Hair should be neatly groomed at all times for smartness, appearance and health and safety. You may not wear designs, lines or words cut into hair or eyebrows. If you colour your hair, it must be subtle and in line with your natural hair colour.

If you have facial hair, it must be neatly groomed, and as with hairstyles, not have designs or logos shaved into it.



Hats, headscarves and head coverings are permitted for religious or cultural reasons but may not wear hats, headscarves or any other head covering inside the academy building for any other reason.

#### **15. Sixth Form: Cultural dress**

- Appropriately smart cultural dress is seen as part of a diverse and inclusive workplace
- Cultural dress is celebrated so long as it does not include any of the non-negotiable items below
- There may be specific occasions when students are asked to not wear cultural dress if required (for example for a visit to an external site where there are different expectations)
- If you wish to wear cultural dress, you should speak to your Head of Year to check the specific features of the clothing match sixth form expectations

#### **16. Sixth Form: Non negotiables**

This list is not exhaustive and may be amended

- Clothing should be smart and suitable for a business environment
- No sportswear
- No trainers or casual shoes
- No jeans
- No logos or slogans
- No visible underwear
- Natural looking make-up can be worn but must not be used in school
- Small earrings, a single, standard stud nose piercing, a watch and a Kara for religious reasons are the only permitted jewellery
- Painted monochrome nails (one-colour) with no embellishments are allowed

Final decisions on the suitability of the uniform will be made by the Principal and we expect parents to support these decisions in full.