



Ark John Keats
Academy

Uniform Policy

Policy information

Named personnel with designated responsibility:

Academic year	Designated Senior person	Chair of Governors
2016-17	Jerry Collins	Linsey Cole
2019-20	Victoria Henderson	Linsey Cole

Policy review dates

Review Date	Changes made	By whom
July 2016	Policy Amended	Jerry Collins/Danny Bryant
April 2018	Policy Amended	Danny Bryant
Sept 2019	Policy Amended	Amy Baird (Primary)
Jan 2020	Policy Amended	Nat Nabarro (Secondary)

Ratification by Governing Body

Academic year	Date of ratification	Chair of Governors
2019-20	October 2019	Linsey Cole

CONTENTS

1. HIGH STANDARDS OF APPEARANCE ARE EXPECTED AT ALL TIMES	4
2. EQUALITY IMPACT STATEMENT	10

1. HIGH STANDARDS OF APPEARANCE ARE EXPECTED AT ALL TIMES

Our uniform policy reflects our values and reinforces our academy's culture of high expectations, pride in our appearance and academic achievement. All pupils 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. Pupils 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 pupils 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 pupils 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 pupils look neat and ready to learn. Our suit-like uniform also helps prepare pupils 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.

1.2 Non-compliance with the Uniform Policy

In the event that pupils are not dressed in the correct uniform or are not wearing the uniform appropriately, a sanction will be issued through the check system in their planner, in keeping with the academy Behaviour Policy.

If pupils 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 pupils are sent home to change uniform, and return to school. This will not be deemed as an exclusion from school. Where pupils 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.

The academy keeps some articles of uniform available on site for pupils who are missing items. In the event that items can be provided they must be worn by pupils. This includes academy plimsolls and items of PE kit.

Persistent infringements of the Uniform Policy will be followed up as detailed in the Behaviour Policy.

1.3 Special circumstances

- a. There are very few reasons why a pupil 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 pupil is not wearing the correct uniform. Pupils 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.
- b. 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.

1.4 Racial equality and equal opportunities

- a. All children have equal access to wearing the academy uniform regardless of their culture, race, religion, gender, disability or ability. We ensure that the set uniform respects other policies such as Equality, Race relations, sex discrimination and allows for individual sets of circumstances of all groups and individuals. Ark John Keats Academy is committed to creating a positive climate that will enable everyone to work free from racial intimidation and harassment in order to achieve their full potential.
- b. As above, there are very few instances where a pupil will not be wearing full Ark John Keats uniform to and from school. In special circumstances, parents and carers should share the reason with their child's Head of Year, either in person or by letter.

1.5 Uniform details

The school uniform consists of the following items, which must be purchased from the school uniform shop (shirts, trousers, tights, skirts and shoes can be purchased elsewhere as long as they are identical in colour and specification as the ones on sale in the uniform shop. Please take care when purchasing items away from the school uniform shop.

Uniform

- **Blazer:** Navy with fuchsia lining.
- **Trousers:** Navy school trousers, loose fitting with pleated front.
- **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. This should be worn at an appropriate length down to the navel.
- **Jumper:** Navy knitted V neck with school logo. Pupils must have their school jumper with them every day. The jumper must be worn during assembly.

- **School rucksack:** Navy rucksack.
- **Plain black shoes:** No trainers or boots. Laces must be black. No heels, please see examples below and if unsure contact your child's head of year prior to purchasing.
- **Dark socks:** Black or navy only.
- **Dark coloured jacket:** No branding or pictures. All jackets must be zipped – no hooded jackets that have to be removed over the head are permitted
- **Skirt:** Navy pleated front skirt. Must be worn knee length, with navy tights as listed below. If you do not wish your child to wear the school skirt then trousers should be worn. If you have particular concerns about this please contact your child's Head of Year.
- **Plain navy tights:** Socks must not be worn with the school skirt. Dark socks to be worn with the school trousers. Ankle socks cannot be worn over tights. They must be worn under tights and be black/navy in colour.

PE Kit

Secondary:

- **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.

Primary:

- White crested PE polo shirt
- Navy crested sweatshirt
- Navy jogging bottoms or shorts
- Navy crested PE bag (not nursery) (Not compulsory)
- Navy or black sock or tights
- Black plimsolls or black trainers

Where possible, items should be purchased from the school uniform shop. If an equivalent item can be purchased from another shop then that is acceptable. However any items not purchased from the school shop may be deemed not in line with the above uniform requirements. Therefore it is essential that parents check items carefully prior to purchasing. Parents will be contacted to change these items.

Outdoor clothing

- a) Pupils should bring appropriate outdoor clothing during cold or wet weather. Any outdoor clothing should be dark in colour and worn on top of the academy blazer, not underneath or as an alternative to the blazer.
- b) Pupils should bring an umbrella during wet weather.

- c) 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 pupils are wearing gloves, they must wear two gloves and not one alone.
- d) Outside clothing worn in lessons will result in an immediate 30 minute catch up, as per the academy behaviour policy.

1.6 Footwear

Pupils 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 pupils 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	
			
			
			
			

1.7 Hats, headscarves or headwear

Pupils 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. Any head covering for religious or cultural values or hair accessories that are worn such as slides, ribbons, bobbles or bands should be simple and in dark or academy colours. Headscarves should be navy or black. Do - rags may be worn during social times, but must be black, and tucked in at the back.

1.8 Hairstyles

Rationale: The academy recognises that it serves a diverse community. The academy also recognises that different cultures prescribe different levels of importance to hairstyles and hair

colouring. The academy's approach to hairstyles is designed to recognise this, whilst ensuring that there are clear boundaries, and a professional ethos in the academy.

- a) Pupils' hair should be neatly groomed and professional at all times for smartness, appearance and health and safety. Long hair on both girls and boys should be tied back at all times using dark or academy colour hair bands. Hairstyles should be such that pupils' faces are not obscured, so the teacher can judge their engagement with learning and their participation in discussions and practical activities. In practice, this means that hair must be tied back, away from the face
- b) Pupils may not wear designs or words cut into their hair or eyebrows. Pupils may not have lines shaved into their hair
- c) Pupils may not dye any part of their hair either permanently or temporarily, using colours that are unnatural. Where pupils have colours weaved into their hair, the colours must be naturally occurring colours.

1.9 Fingernail polish or make-up

Pupils are not allowed to wear fingernail polish or false nails. Make-up is not allowed.

Any make-up or nail varnish that is worn will be required to be removed immediately.

1.10 Jewellery/Accessories

Pupils may not wear any jewellery except for one watch (no sound effects, games or smart watches). Pupils are allowed to wear one pair of stud earrings, worn in the lower ear lobe. This should not be bigger than the lobe. These must be removed for PE. As such this should be considered when getting any new piercings. Taping will not be allowed.

KS4 (Year 10 and Year 11) pupils will be permitted to wear 2 stud earrings in each ear. These however must be removed when directed by a member of staff, for example any physical activity.

The academy will be unable to take any responsibility for any watches or jewellery that are lost.

Accessories that are seen to be contravening these rules will be confiscated, to be collected at the end of the term.

1.11 Body piercing and tattoos

Body piercing is prohibited, with the exception of single, standard ear piercing. No other forms of body piercing will be allowed for any pupil. Pupils are not allowed to have tattoos of any kind on their body.

1.12 **Naming clothing and property**

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 pupils' property and valuables.

1.13 **Facial Hair**

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

1.14 **Lost property**

All mislaid items are placed in the lost property cupboard. Please ask the academy office if you wish to look through this cupboard. We endeavour to return all named property.

2. **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. We will use an appropriate Equality Impact Assessment to monitor the impact of all of our policies and the policy may be amended as a result of this assessment.