



Ark Dickens Primary Academy

UNIFORM POLICY

RATIONALE

Our uniform policy reflects our value's and reinforces our academy's culture of high expectations and academic achievements. All pupils must dress according to the Uniform policy. By wearing the full school uniform, students at Ark Dickens demonstrate visually that they belong to the school community. Their uniform is a symbol of equality, identity and allegiance to the institution, it's aims and vision. Smartness and high standards of appearance are expected at all times.

All pupils are expected to wear their Academy uniform every school day, Monday – Friday unless they have PE. Once a pupil walks into the academy he/she should be wearing the appropriate uniform and shoes. Shirts should always be tucked in.

1. Equality and equal opportunities

- 1.1 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. Ark Dickens 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.
- 1.2 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.

2. Expectations

2.1 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.

2.2 Items marked as * should be purchased from our school uniform provider Penelope Ann Schoolwear. www.pa-schoolwear.co.uk

You will be able to order ties, cardigans and jumpers via your child's online iPayimpact account. You will be sent a text when the item is available for collection from the school office.



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2.3 Pupils not in the correct uniform may not be able to attend lessons until the uniform has been corrected. Parents may be contacted to bring the correct items to school or the pupil may be sent home to get changed.

3. Uniform

- Blazer* (Year's 5 and 6 only)
- White Shirt (must be tucked in)
- School Tie*
- Grey smart trousers or skirt.
- Blue logo jumper
- In the summer term blue gingham dresses or grey smart, school uniform style shorts may be worn
- Plain black smart shoes: No trainers or boots. Laces must be black. No heels, if unsure contact your child's teacher prior to purchasing.

PE Kit

- Black tracksuit:
- PE t-shirt (colour dependent on house team)
- Black shorts
- Black Trainers: Must be appropriate for sports. No converse style trainers.
- Black hoodie or jumper

Outdoor clothing

Pupils should bring appropriate outdoor clothing during cold or wet weather. Any outdoor clothing should be worn on top of the academy blazer, not underneath or as an alternative to the blazer. Coats, hats, scarves, and gloves can be worn when weather appropriate but may not be worn inside the academy building.

4. Hairstyles, headscarves and headwear

Ark Dickens Primary 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. Pupils' faces should not be obscured or covered, so that the teacher can judge their engagement with learning and their participation in discussions and practical activities.

4.1 Hair

Pupils' hair should be neat for appearance and health and safety. Pupils may not wear designs or words cut into their hair or eyebrows. Pupils may not have lines shaved into their hair.

Hair accessories must be subtle and in academy colours.

If pupils are unsure whether a hairstyle meets the academy policy they should check in advance with the school.

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



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4.2 Hats, headscarves and head coverings

- Hats, headscarves and head coverings are permitted for religious or cultural reasons and should be navy or black.
- 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.
- Students' faces should not be obscured or covered, so the teacher can judge a pupil's engagement with learning and participation in discussions and practical activities.

5. Jewellery/Accessories

Pupils may not wear any jewellery except for the following:

- one watch (no sound effects, games or smart watches).
- Pupils are allowed to 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.
- Accessories that are seen to be contravening these rules will be confiscated.

6. Body piercing

Body piercing is prohibited, with the exception of studded piercings on the ear lobe. No other forms of body piercing will be allowed.

7. Special circumstances

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 School, either in person or by email/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. 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.

8. 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.

9. Equality Impact Assessment

We 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.



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



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