

Ratified by Oasis Academy  
Immingham's Academy Council

Date: 12<sup>th</sup> May 2009

# Uniform Policy

## Implementation: April 2009

## Review: April 2011



As it stands, this policy has been written for use in our family of Oasis Academies. Accordingly, these guidelines cannot be Academy specific and interested parties should refer to the individual Academy prospectus or website for additional uniform requirements.

It should be noted that as a corporate policy, any changes to the Academy Uniforms will be discussed and decided upon centrally, before being implemented across the Academies.

## 1 Aims

1.1 The aims of this policy are:

- to explain the Academies' rationale for the uniform;
- to state various responsibilities;
- to set out the uniform requirements;
- to set out the Academies' policy for religious dress and symbols;
- to ensure that the Academies' policy on equal opportunities is observed.

## 2 Rationale for Academy Uniform

2.1 The Academy recognises the value of having a uniform for the following reasons:

**Safety** – If all the students in our Academy wear a clearly recognisable uniform it is easy to identify strangers. On the way to and from the Academy it also affords a degree of safety as the students are part of a large body of young people who will look out for each other.

**Preparation for the future** – Many jobs require staff to wear a uniform and even if there isn't a uniform there is often a dress code. Uniform helps young people get used to dressing to a prescribed standard. It also helps them know the difference between formal and informal dress.

**Value for money** – Good quality uniform is a relatively cheap way of dressing young people for school.

**Relieves students from fashion 'stress'** – An Academy Uniform eliminates the stress placed on students to purchase and wear expensive, fashionable items.

**Ready for work** – Putting on the uniform is a signal you are going to work.

**A sense of pride** – We all feel proud of our young people when they are well dressed in the uniform. Uniform and team kits also help students to demonstrate pride in their Academy.

**Helps raise aspirations** – The smarter you feel the more you believe you can achieve. This is the feedback we have had from students.

### **3 Responsibilities**

- 3.1 Oasis Community Learning will periodically determine the uniform requirements, taking into account the cost. This will be done in consultation with the Principal.
- 3.2 The Academy Council will:
- periodically consult parents/carers and students on the cost;
  - determine whether there should be a remission of the cost of the uniform for some students.
- 3.3 The Principal will:
- ensure that the requirements are published to parents/carers, students and staff;
  - ensure that the requirements and policies on cost and remission of cost are clearly set out in the Academy prospectus and website;
  - determine the action to be taken for breaches of the uniform code.
- 3.4 Parents/carers will ensure students have the correct uniform.
- 3.5 Students will wear correct uniform at all times.
- 3.6 Staff will ensure minimum uniform requirements are kept to at all times.

### **4 The Uniform**

- 4.1 For a detailed outline of the uniform requirements please consult either the Academy Prospectus, website or the Uniform Guide, which is available through your Academy.
- 4.2 It is the Academy's aim to ensure that the cost of buying the uniform is reasonable.

#### **4.3 Jewellery and make up**

The only permitted items of jewellery are:

- A single, small stud in pierced ears
- A wristwatch

- 4.4 The wearing of discreet make up is allowed where students participate in the appropriate beauty courses.

### **5 Outdoor wear in classrooms**

Coats and other outdoor wear should not be worn in classrooms. Storage facilities will be available to students and should be used at all times.

### **6 Bags and lockers**

- 6.1 Students will need a bag to carry books and equipment to and from the Academy. A bag will be needed to transport PE kit, these can be stored in lockers. Infant students must purchase a plain, branded book bag, while Junior students must purchase a plain, branded backpack, both of which will be available through the Academy. Secondary students may also purchase branded backpacks, however it is not a requirement they do so.

## **7 Compliance**

- 7.1 If there is any reason why a student cannot conform to uniform regulations contact should be made with the relevant Pastoral Manager.
- 7.2 Requests for long term changes to uniform must be put in writing and sent to the Principal. If the Principal considers a change is appropriate then parents/carers should be consulted before a decision for change is made.
- 7.3 Photos showing the items of uniform and the way they should be worn will be made available to all families. If there are any doubts about uniform parents/carers should refer to the Uniform Guide which is available from the Academy.
- 7.4 Any change of uniform can only be made with two months notice for a September start, after Oasis Community Learning's final approval.

## **8 Religious Dress**

- 8.1 The Academy recognises that some students may wish to wear distinctive garments for religious reasons.
- 8.2 The Academy will determine the religious garments that will be allowed after consultation with representatives of parents/carers and local leaders of the relevant religious groups.
- 8.3 No dress will be allowed that covers any part of the face from forehead to neck in the interests of safety. It is vital that the Academy staff can recognise at all times who is in Academy.
- 8.4 Should parents/carers require their child to wear a specifically religious garment or symbol, they should contact the Academy who, after consultation, will contact the parent/carer with a decision.
- 8.5 Current guidelines permit the following:
- Religious head covering may be worn but must be plain, as well as of an agreed colour to be fixed upon by the Academy. In most cases, the standard colour would include black, navy blue or white, although exceptions may be made in consultation with the Academy.

- Girls may wear long, ankle-length skirts, instead of knee-length skirts or trousers.
- Girls may wear long tracksuit bottoms for PE instead of shorts.

## **9 Religious Symbols**

- 9.1 The wearing of religious symbols or other insignia is permitted, however these will need to be covered.

## **10 Equal Opportunities**

- 10.1 In determining and implementing the uniform policy the Academy will take account of the equal opportunities policy

## **11 Monitoring, Evaluation and Review**

- 11.1 Oasis Community Learning will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.

**Date of the next Review:** April 2011

Signed: \_\_\_\_\_

Date: \_\_\_\_\_

Chair of the Academy Council