



Ark Acton  
Academy

**ACADEMY UNIFORM POLICY**

**2022-2024**

**To be reviewed: September 2024.**

Our academy uniform and 6<sup>th</sup> form dress code is important to us. It is one way in which we identify ourselves as an academy community and it promotes a strong and cohesive identity, which supports high standards in all areas of academy life. Our uniform policy reflects our values and reinforces our culture of high expectations, pride in our appearance and academic achievements. It promotes harmony between different groups in the academy and enhances self-esteem and a sense of personal security.

Academy uniforms and dress codes unite the academy community and support equality – whether families have high incomes or low incomes everyone wears the same. Whether a pupil leaves Ark Acton for a top third university or high-quality apprenticeship, they will have developed a sense of pride in how they present themselves and the importance of being ready to work.

## **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 Acton 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 -

<http://www.sanco.co.uk/school/70/>

Details of how to order uniform and availability of second hand items are on our website -

<https://arkacton.org/uniform>

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\*
- White shirt, must be tucked in
- School Tie\*
- Black trousers/skirt
- Academy jumper\* (optional)
- Alternatively, a [navy/black] salwar kameez may be worn with the school blazer
- School bag\*
- Plain black smart shoes: No trainers or boots. Laces must be black. No heels, if unsure contact your child's head of year prior to purchasing.
- Plain dark jacket- no hoodies
- Hats. Gloves. Scarves must be dark in colour
- Pupils are allowed to cover their head for religious or cultural reasons, they must be plain dark colours and without decoration or embellishment
- Religious symbols or other attire can be worn if needed
- No makeup, false nails or nail varnish.

### **PE Kit (example, may depend on sports played)**

- Academy polo shirt\*
- Academy PE sweatshirt\*
- Students can wear a plain black or white long sleeve top underneath if they wish to.
- Plain black tracksuit bottoms, no logos or stripes OR Academy shorts.\* No cycling shorts.
- Plain black leggings can only be worn if Academy shorts are worn over the top.
- Sports trainers, no flat soles e.g. converse/vans are not permitted.

### **Outdoor clothing**

As specified above, 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 Acton 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 and/or tied back for health and safety.

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.

#### **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. 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 Year, 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 and the academy has a supply of second-hand uniform it can dispense in such circumstances.

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 fundraising 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.

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

## **Sixth form dress code**

As with our academy uniform, our 6<sup>th</sup> form dress code 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. Our 6<sup>th</sup> 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, 6<sup>th</sup> 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. Whether you leave Ark Acton to go to a top third university or high-quality apprenticeship, you will have developed a sense of pride in your appearance and the importance of being ready to work. You should be able to leave the Academy and immediately attend a formal interview.

Your tutor will help you to interpret this code if you have a question and you can also refer to the dress code guidelines below. In the case of your failure to agree, the Principal will make the final decision.

### **Expectations:**

- Professional business attire
- 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 Ark Acton Sixth Form.

### **Hairstyles, headscarves and headwear**

Ark Acton 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 tied back where necessary for health and safety.

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.

### **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

**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.