



**Wellfield** Academy

# School Uniform and Appearance Policy

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## School Uniform and Appearance Policy

Our School Uniform is important to us. It is one way in which we identify ourselves as a school family and it promotes a strong, cohesive school identity which supports high standards and expectations in all areas of school life. It promotes a genuine sense of readiness to work and a focused frame of mind. This policy forms part of the wider requirements the school has for good behaviour. Failure to abide by this policy may result in action being taken for breach of our behaviour policy.

### **Smartness and high standards of appearance are expected at all times.**

At Wellfield Academy, we believe that a school uniform is important, because it:

- Is cost effective (reducing the requirement for changes of outfits)
- Contributes to a sense of belonging
- Fosters a feeling of pride
- Reduces 'fashion competition' between students

Our uniform policy is fully constructed in accordance with Department for Education guidelines and associated guidance therein.

<https://www.gov.uk/government/publications/school-uniform/school-uniforms>

### **Financial Challenges**

Every effort has been taken to ensure that our uniform is affordable. Any family who has any financial concerns about any or all aspects of this uniform must contact us at the earliest opportunity so that we can consider ways in which we can help. No student should be disadvantaged in any way by this policy, and we are firmly committed to proactive understanding and support. Please contact the Head's PA (s.swift@wellfieldacademy.org ) for a private and sensitive discussion.

### **Our School Uniform**

***All of our items of uniform/PE kit are non- gender specific.***

- White shirt with top button fastened and shirt tails tucked into trousers/skirt
- V-necked branded grey school jumper (optional)
- Black school trousers or school thick pleated skirt (skirts should be knee length, branded are optional)
- Black blazer with school badge
- Clip-on school tie
- Plain, black socks
  - If wearing the skirt, socks should be long, but no higher than the knee – no patterns or bows) or plain black tights (minimum 40 denier) can be worn
- If a hair covering is worn, it must be plain black

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## Footwear

- Plain, black, smart, sturdy shoes (Boots, trainers, shoes with logos, flimsy ballet/court shoes, pumps, fabric or high heels are not acceptable).
- If you are unsure of the suitability of footwear, please ask a member of the pastoral team. Acceptable footwear is at the discretion of the Head.

## Outdoor clothing

- Outdoor wear should be a plain coloured coat. High viz strips are highly recommended, especially in winter.
- Casual outer garments such as non-school jumpers, hoodies, fleeces, cardigans, leather or denim jackets etc. are not acceptable.
- Coats must be removed on entry into school buildings and should not be worn inside school buildings during the school day.
- We strongly advise that expensive branded outdoor clothing is not worn for daily school use as the school will not accept responsibility for the loss or damage to these items.
- Once removed, coats should be placed in bags or lockers.
- Blazers should be worn at all times around school including movement to and from lessons and coats/ jumpers should not be worn in place of blazers.
- Plain coloured scarves and hats may be worn during cold weather, but these should not be worn in the school buildings.

Senior staff will inform staff and students if the uniform policy is to be relaxed during hot weather.

## Bags and belongings

- Every student should have a school bag for school equipment.
- Bags should be sturdy and dark in colour.

## P.E. and Games Kit

### All students

- Black round neck t-shirt with school logo
- Black shorts with school logo
- Long black sports socks
- Trainers; black soled not allowed
- ¼ zip training top with school logo
- Football / rugby boots/ shin pads/ gum shield – staff will notify when these are required

For all PE lessons (including indoor lessons) **non-participating students** must have their full PE kit regardless. They will be involved in the lesson in other ways to ensure that

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they are supervised at all times. Bringing a change of clothes for PE ensures that your son/daughter still has a clean/dry uniform for school use and that they are suitably dressed to undertake a variety of roles such as sports leaders, officials and organisers.

Consequently, if you send your child into school with a note explaining why you feel they cannot participate full PE kit will still be required.

### **Fashion Items / Other**

- **Earrings:** no earrings are allowed and students will need to remove these if found within school.
- **Nose studs or retainers** are not allowed and students will need to remove these in school.
- No **jewellery** except for earrings (as above) and a watch. If a student needs to wear a piece of jewellery for medical or religious reasons, it should be removed or covered up during physical activity or during practical learning. Jewellery worn for medical or religious reasons will only be allowed once approval has been sought and agreed in writing in advance. Smart watches, or similar items, which connect to the internet are not allowed to be worn during the school day.
- **Hair** should not obscure a student's vision or pose a Health and safety risk. Extreme hairstyles or colourings are not allowed. Hair should be cut no shorter than grade 2. If parents are unsure as to the suitability of a hairstyle, they should check with the pastoral team in school first. Hair accessories should be small, plain and navy or black. No flowers or bows should be worn. Shaved patterns in hair or eyebrows will not be permitted.
- Any **make up, including false tan** worn in school should be discreet.
- **Nail varnish, false eye lashes or false nails** are not allowed.
- **Facial hair** should be tidy and is therefore at the discretion of the Head.
- No student should have any **tattoo** which is visible.

### **Non-Compliance with the School Uniform Policy**

As a school, we place high priority on preparedness for work and adherence to school standards and rules. Whilst the uniform policy is agreed by the Governors, the day to day implementation of it is the responsibility of the Head, supported by the school staff.

**The lists above are not exhaustive, and the final decision of suitability or not, of the appearance of students lies with the Head.**

**The Head may discipline a student for breach of the Uniform and Appearance Policy in line with other policies and procedures.**

If a student presents recurring issues with their uniform, they may be required to carry a standards card. For minor breaches of the uniform policy (for example, ties not done up correctly, shirts not tucked in) the student will be required to rectify the problem and will have their standards card signed by the member of staff who has spoken to them about the problem. Five signatures will result in a pastoral detention. If a student loses their card,

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in the first instance they will be issued with another card. If it is lost again they will receive a pastoral detention.

In the situation where a student is in school in incorrect uniform, this may result in internal exclusion in the Pastoral Development Centre if the issue cannot be rectified. Parents will be contacted and informed that this course of action has been taken. If parents are able to rectify the situation, by, for example, bringing to school the appropriate school uniform, the student will then return to class.

Students may be required, in the case of inappropriate uniform/footwear, to wear uniform/shoes provided by the school in order to allow them to carry on with normal lessons.

External exclusion may be considered where breaches of the Uniform and Appearance Policy are 'persistent and/ or defiant'.

Where uniform is not being worn correctly due to a short-term medical issue (e.g. short term problems with footwear) students may be required to work in the Personal Development Centre as a medical/ Health and Safety intervention.

The decision to retain a student internal exclusion or in the Personal Development Centre is at the discretion of Student Services, supported and moderated by the Head. Parents have no legal right to refuse this. Any complaints about this should be submitted in line with our Complaints Procedure.

This policy will be reviewed on an annual basis. It has been prepared with due regard to our obligations under the Equality Act 2010 and will be operated in compliance with the law.

Date: June 2022

\* Head may denote the Executive Head or their designated representative