



# Uniform Policy

Date of review:	Spring 2021
Date of next review:	Spring 2022
Lead professional:	Senior leader responsible for Behaviour and Attendance: Clare Parker
Status:	Non-Statutory

## **RATIONALE AND AIMS OF THE POLICY**

The wearing of uniform plays a valuable role in contributing to the ethos of the Academy and in setting the tone for our work with students. We aim to ensure that our uniform policy is fair and reasonable and that our uniform is affordable and sustainable. We do not wish our uniform to act as a barrier to parents when choosing the Academy as the most suitable educational provider for their children.

At Thornaby our aim is to have a uniform that will:

- Instil student and community pride in the Academy.
- Support positive behaviour and discipline.
- Encourage identity with, and support for, the Academy ethos.
- Ensure students of all races and backgrounds feel welcome, developing a sense of belonging.
- Support effective teaching and learning.
- Protect young people from external pressure to wear clothing they would not otherwise choose to adopt, protecting them from harassment, and from having to adopt dress codes associated with extreme or anti-social elements in the wider community, including styles and colours of clothing associated with gangs.
- Promote a strong, cohesive, Academy identity that supports high standards and a sense of identity among students: if some children look very different to their peers, this can inhibit integration, equality, and cohesion.
- Promote harmony between different groups represented in the Academy.

Our rationale and policy for the Academy uniform is clear and is publicised on the Academy website, in Academy expectations, and in our Academy prospectus. Expectations about the wearing of Academy uniform are included in the home/Academy agreement. Students and parents/carers will receive information that makes them aware of Academy expectations in relation to uniform before they are required to express a preference for the Academy as their preferred school.

## **THORNABY ACADEMY UNIFORM**

All students are required to wear the following:

- Black blazer with Academy logo which is worn at all times.
- Black trousers or skirt. Skirts MUST be knee length. Trousers should be full length, not jeans, leggings or tightly fitted.
- With skirts, students should wear black tights, no leggings.
- White shirt and tie.
- Blue V Neck Jumper with Academy logo (optional).
- Black shoes, no trainers, plimsolls, or canvas shoes. No logos or colour flashes on the shoes. They can be slip on or have laced, buckle or Velcro fastenings.

Appropriate outdoor wear can be worn but should be taken off after entering the Academy. Denim jackets, tracksuit tops, hoodies or sweatshirts are not appropriate school wear. These should not be worn. In cooler months students have the option of wearing a school jumper underneath their blazer.

For health and safety reasons and to avoid negative situations such as bullying and theft, students should not wear jewellery or facial piercings during the Academy day. A pair of small stud earrings is allowed.

Make up, nail varnish and acrylic nails should not be worn. The Academy reserves the right to determine that a student's hairstyle is inappropriate. This includes the cut of a student's hair and colouring.

## **PE UNIFORM**

Academy uniform includes clothing required for Physical Education (PE). The Academy will adopt a sensitive, flexible approach to this issue bearing in mind the needs of different students and the equality, discrimination, and human rights issues. There is some evidence to suggest that participation and enjoyment of sport is enhanced where students feel comfortable about their PE clothing. The Academy has chosen a PE uniform which is practical, comfortable, and appropriate to the activity involved.

- Royal blue polo shirt.
- Black shorts.
- Football type socks.
- Black track suit bottoms.
- Blue and white Rugby Shirt (Optional).
- Hooded PE Jumper with Academy logo (Optional).
- Training Shoes.

If a student does not have the correct PE kit for lessons, the department will loan a kit, so that students are able to take an active part in lessons. Please note all kits provided by the Academy are freshly laundered after every use.

Students who are injured will be required to provide a note to excuse them from lesson, however they should have a PE kit with them so that they can take on a "role" within the lesson.

## **MEETING INDIVIDUAL NEEDS**

There is scope within the policy to consider requests to vary the uniform policy in the following circumstances:

- To meet the needs of any individual student to accommodate their religion or belief.
- To meet the needs of an individual student because of temporary or permanent medical conditions.

## **BREACH OF UNIFORM RULES**

All students will wear the Academy uniform everyday as expected.

All staff will be responsible for ensuring high standards of uniform are maintained.

#### Roles and responsibilities of staff:

- Duty staff will monitor uniform as students arrive every morning. Breaches of uniform will be recorded and reported to form tutors.
- Class teachers will challenge students who are in breach of the uniform policy and report those breaches to form tutors.
- Form tutors will monitor uniform in daily tutorial sessions. They will discreetly discuss the reasons for any breach with students and remind them of the expectations of the Academy. Tutors will contact parents if they have a concern and require support from them to ensure the policy is adhered to. Tutors will record breaches of uniform and use detention as a sanction for repeated breaches of the uniform code. Tutors will report breaches to the Learning Manager if they are not resolved quickly, require additional support or to recommend a student is sent home to change.
- Learning Managers will speak to students who have repeatedly breached the uniform code and meet with parents. If the student then repeatedly infringes the school's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion. In the event of repeated and deliberate breach of the policy the Learning Manager will refer the matter to the Assistant Principal for Attendance, Behaviour and Safety.
- Learning Managers will put sanctions in place for students for breaches they consider to be persistent and defiant. Where a student repeatedly refuses to comply with any school policy, including the uniform policy, even if they do not otherwise display poor behaviour, an exclusion may be an appropriate response, depending on the circumstances of the case. The Learning Manager will liaise with the Principal where they consider exclusion to be an appropriate response.