



# The Academy Grimsby Uniform and Appearance Policy

### Change Control

<b>Version:</b>	Version 2
<b>New or Replacement:</b>	Replacement
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### Revision History

Version	Type	Date	History
V1	New	Sept 21	-
V2	Amendment	Sept 23	Jewellery information updated

*There can be occasions where it has not possible to review this policy/strategy/procedure within the timescale indicated above, such as where there are imminent legislative changes, and in these cases the existing policy/strategy/procedure will remain valid until renewal.*

*This policy applies to the TEC Partnership and incorporates Grimsby Institute of Further and Higher Education, Scarborough TEC, Skegness TEC, The Academy Grimsby and all wholly owned subsidiary companies of the of the TEC Partnership.*

## **Introduction**

The Grimsby Institute Group believes that the wearing of an academy uniform contributes to the ethos of The Academy Grimsby (the Academy), sets high standards and the appropriate tone. We expect our students to wear our uniform and abide by our expectations on personal appearance to instil pride, support positive behaviour and discipline. Through this policy we encourage identity with, and support for, the Academy ethos upholding our position that students of all races and backgrounds should feel welcome and included in the Academy's communities. Above all we firmly believe that the wearing of our agreed uniform supports effective teaching and learning. Under the Human Rights Act 1998 and anti-discrimination legislation, the Senior Management Team has set out this policy to ensure that the policy on Academy uniform and appearance is implemented, monitored and reviewed fairly to ensure an inclusive environment for all. The Academy will ensure that its Uniform Policy is fair and reasonable. We have strong regard to affordability and will ensure that this does not act as a barrier to parents/carers when choosing us as their child's education provider. There is a statutory duty placed on all Governing Bodies, and in the case of The Academy Grimsby, to ensure that their policies and practices do not disadvantage any students.

### **1. Aims & Objectives**

It is our policy that all students should wear school uniform when attending the Academy, or when participating in an Academy organised event outside normal hours. We provide a complete list of the items needed for our uniform in our prospectus and on the Academy website.

This policy is based on the notion that a uniform:

- Promotes a sense of pride in our Academy
- Engenders a feeling of community and belonging: it is important that our students are integrated fully into the Academy's community, with full regard to equality and cohesion
- Has a combination of practicality and smartness
- Identifies the students with the Academy and supports our security systems (the Academy needs to be able to identify students to maintain good order and identify intruders easily)
- Is not distracting in class (as fashion clothes might be)
- Promotes the feeling of equality within peer groups in terms of appearance
- Has been designed with health and safety in mind

## **2. Fashion Items**

Jewellery and headbands are permitted as we encourage our students to be individuals whilst still wearing the expected uniform.

## **3. Cultural, Race and Religious Considerations**

While students must adhere to the Academy's Uniform Policy, the Academy will endeavour to be considerate to the needs of different cultures, races and religions. The wearing of traditional dress in the Academy's colours is acceptable, where appropriate. Full face veils are not permitted.

## **4. Gender and Sex Discrimination Considerations**

The Academy will ensure that its uniform policy does not discriminate on the grounds of gender. For example, girls will be allowed to wear leggings as an alternative to trousers and that trousers can be of different styles, as long as they are black. The Academy's uniform rules will not disadvantage one gender compared with the other.

## **5. Jewellery**

Whilst we do allow students to wear jewellery in our Academy, we ask students to remove these objects during Sport lessons or other practical activities which could result in injury if wearing large earrings for example. Students who make the decision to have a facial piercing should be clear that it is not the Academy's responsibility if any injury should occur as a result of the piercing.

## **6. Footwear**

The Academy wants all students to grow into healthy adults. We believe that it is dangerous for students to wear shoes with platform soles or high heels in the Academy, so we do not allow this.

We do allow students to wear all black trainers to the Academy, as long as they do not have white logos. Alternatively students should wear black shoes, which can include fashion shoes, as long as they are not high heeled or platform heeled.

## **8. The Role of Students**

- Our students are encouraged to take pride in their individual appearance but also to enjoy being a part of the Academy community and contribute to the positive relationships we have with others. They should understand that the Academy uniform bonds them to others in the Academy.
- Our students have the responsibility to keep their uniform clean and tidy at all times and are expected to wear their uniform in an appropriate way.

## **9. The Role of Parents/Carers**

We ask all parents/carers who send their children to The Academy Grimsby to support the Uniform Policy. We believe that parents/carers have a duty to send their children to the Academy correctly dressed and ready to learn. Parents/carers should ensure that their child has the correct uniform, and that it is clean and in good repair. If any parent/carer would like the Academy to modify the

Uniform Policy, they should make representation, in the first instance, to the Academy Principal. The Academy welcomes learners from all backgrounds and faith communities. If there are serious reasons, e.g. religious objections, why parents/carers want their child to wear clothes that differ from the Academy uniform, the Academy will look sympathetically at such requests. Similarly, should an item of the uniform prove problematic for a student with temporary/permanent medical conditions or disabilities, parents/carers are invited to draw this to the attention of the Academy Head. The Academy will not treat students with disabilities unfavourably.

#### **10. The Role of Staff**

The staff at the Academy have a pivotal role in monitoring that students arrive in correct uniform and with regard to their appearances. Staff will check students' attire at the start of each Academy day. It is the responsibility of staff to ensure that any non-compliance to uniform/appearance protocol is acted upon during the day.

#### **11. The Role of the Senior Management Team**

The Senior Management Team supports the Academy Principal in implementing the Academy Uniform Policy. It considers all representations from parents/carers regarding this policy, and liaises with the Academy Principal to ensure that the policy is implemented fairly and with sensitivity. It is the Senior Management Team's responsibility to ensure that the uniform meets all national regulations concerning equal opportunities, and that our Uniform Policy is consistent with our policy on equal opportunities. Where possible within the budget, the Senior Management Team may endorse schemes for remission of uniform cost for students in receipt of free school meals. Such schemes while on offer will be widely publicised and clearly explained in admission arrangements.

#### **13. Non-Compliance with the Academy's Uniform and Appearance Policy**

Where a student is not adhering to policy, the Academy will discreetly and with consideration try to establish the reasons; it is hoped that in the vast majority of cases any issues can be resolved quickly between the home and Academy partnership. Where students deliberately breach the policy, they can be disciplined; however, exclusion is not an appropriate response. Persistent non-compliance will result in sanctions as outlined in the Behaviour Policy.

#### **14. Monitoring, Evaluation and Review**

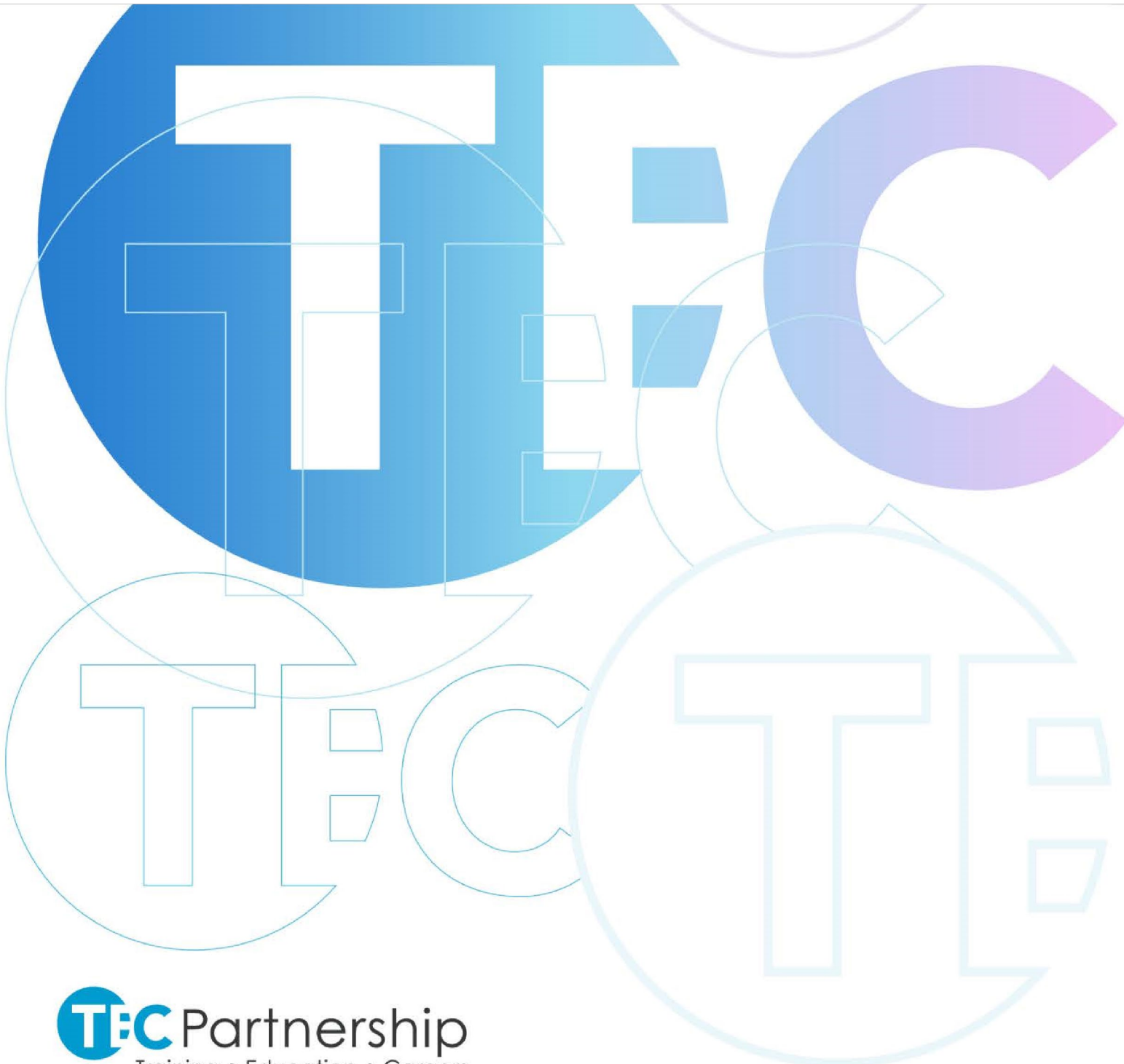
A senior member of the Academy staff will be identified to lead on the implementation of the policy. This individual will monitor the effectiveness of this policy and procedures and where necessary, make recommendations to the Group Senior Management Team for improvement

## **Appendix 1 - The Academy Grimsby Uniform List**

1. Black trousers or black leggings
2. Black shoes or fully black trainers
3. Academy polo shirt with embroidered logo (white or black)
4. Academy hoodie with embroidered logo.

Vocational Personal Protective Equipment Engineering and Automotive Pathways

Flame retardant overalls Steel toe cap boots



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