

Westgate Academy



Appearance Policy

Date adopted: December 2018

Chair of Governing Body:

Review Date: December 2020

Philosophy

Westgate Academy believes that a consistent school uniform supports promoting high expectations, both in teaching and learning, as well as attitude and behaviour. **Uniform is compulsory.** Westgate Academy strongly believes that a uniform contributes to its ethos and sets an appropriate tone by:

- instilling pride and a true sense of belonging
- supporting positive behaviour and discipline
- encouraging identity with, and support for our Academy ethos and values: through instilling excellence, respect, teamwork, positivity and self-belief
- ensuring that pupils of all races and backgrounds feel welcome
- protecting pupils from social pressures to dress in particular ways
- nurturing cohesion and promoting good relations between pupils
- providing additional security, in that intruders within the Academy can be identified that much easier

The Governors wish to ensure that the Academy's Appearance Policy is fair and reasonable, and that the uniform is affordable and does not act as a barrier to parents when choosing a school. We also recognise our obligations under the Human Rights Act 1998 and adhere to discrimination legislation and equality.

In determining the uniform and any changes that might follow, the governors will seek the views of:

- the headteacher;
- parents;
- staff;
- pupils

Their views will be considered and taken into account.

The school uniform code

Staff expectations

All staff are reminded that teaching is a professional role and are expected to dress smartly at all times and set an example with regards to their appearance.

Men and women should dress appropriately in smart, suitable clothing. **Jeans of any colour should not be worn** in school as part of the everyday uniform. Male members of staff are expected to wear a shirt and tie - leading by example. All staff should wear the appropriate clothing for PE/Games; leading example for the children.

In the summer, when we appreciate the weather can be warm, staff need to still adhere to the expectations. Sensible sandals can be worn by staff but no flip-flops, and female staff should not wear lose fitting strappy tops.

Pupils

The chosen Westgate Academy uniform is as follows:

- Grey skirt/ trousers/shorts
- Red/white polo shirt
- Navy sweatshirt or jumper
- Red and white/blue and white gingham dresses may be worn in the summer.
- White, grey, or black socks/tights
- Sensible, low heeled flat black shoes, ankle boots or sandals during the summer.
- **NO TRAINERS should be worn.**
- School fleece (optional)

For PE/Games:

- Black shorts
- Blue PE skirt
- White T-shirt
- White socks
- Plimsolls/ trainers
- Plain blue or black tracksuit for cold weather

NO DESIGNER LABELS OR FOOTBALL KITS.

ALL CLOTHING SHOULD BE CLEARLY LABELLED.

Jewellery

Having given due consideration to health and safety issues and the possible risks of bullying and harassment due to the wearing of jewellery, children may wear a single ear stud in each ear. A suitable watch may also be worn. No other jewellery may be worn. No body piercing jewellery is allowed. Ear studs must be removed or covered by a plaster for health and safety reasons during PE lessons.

Hairstyles

Hair must be styled in an appropriate manner that is acceptable to Westgate Academy. The final decision rests with the Academy over what is considered to be an extreme hairstyle **but tramlines and Mohicans are not permitted.**

Hair must also not be dyed.

The Academy has a right to expect that long hair can be safely tied back for work in school Science lessons if appropriate, or in any other areas where health and safety considerations must take priority.

Make-Up

No 'Make Up' is allowed.

Other considerations

Westgate Academy will consider carefully any request that is made to vary this policy to meet the needs of any individual child to accommodate their religion or belief or because of temporary or permanent medical conditions.

Westgate Academy wishes to ensure that its Appearance Policy ensures:

- 1) **Health and Safety** and in particular requirements with regards to jewellery and hairstyles.
- 2) **Security** - One simple uniform worn by all students makes it easier for intruders to be identified.
- 3) That pupils are protected from external pressures to wear clothing they would not otherwise choose to adopt, protecting them from peer pressure.
- 4) That a strong cohesive Academy identity is in place that supports high standards and a sense of identity and belonging amongst pupils and that learning is promoted between any different representative groups within the Academy.

Responsibilities

It is the headteacher's responsibility to ensure that the governors' policy is implemented and maintained. The head will also determine any questions of compliance with the code.

The headteacher may delegate particular responsibilities concerning school uniform to members of staff. The headteacher will determine which staff may impose sanctions for non-compliance with school uniform.

It is the duty of all staff to uphold the uniform standard and to report any non-compliance to the headteacher.

Non-Compliance

Pupils can be disciplined for a breach of this policy which is in line with our

behaviour policy.

Sanctions

Sanctions that may be meted out for non-compliance with school uniform are as follows:

- first offence - reminded of appearance policy
- second offence - warning
- third offence - parent meeting regarding concerns with uniform
- fourth offence and subsequent offences - a warning to parents that the child may not be admitted to school and sent home to change followed by this action if non-compliance continues.

We will be sympathetic to any “reasonable/understandable/explained” short-term temporary lapse.

Where appropriate, our Academy will help remedy a breach of uniform for that specific day by for example providing some black plimsolls or shoes instead of trainers, although pupils may in certain circumstances be asked to go home briefly to remedy a breach of the policy. This will be treated as an authorised absence.

Westgate Academy recognises there may be other underlying reasons as to why a student is not wearing correct uniform. If a uniform is lost, stolen or damaged or if a parent is having financial difficulties, it is important that we are made aware of such circumstances so that due consideration can be given to what has happened. Such matters will of course be treated with due discretion.

This policy was reviewed on: December 2018

This policy will be reviewed bi-annually.