

Westgate Academy



Appearance Policy

Date adopted: January 2016

Chair of Governing Body:

Review Date: January 2018

Westgate Academy believes that a uniform supports objective teaching and learning. 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
- ensuring that students of all races and backgrounds feel welcome
- protecting students from social pressures to dress in particular ways
- nurturing cohesion and promoting good relations between students
- 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 also adhere to discrimination legislation.

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

All staff are expected to dress smartly at all times and set an example with regards to their appearance. Men and women should dress in smart, suitable clothing. Jeans should not be worn in school as part of the everyday uniform.

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, students 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, 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.

Westgate Academy will consider carefully any request that is made to vary

this policy to meet the needs of any individual student 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) **Teaching and Learning** is not adversely impacted. For example, if a student's face is obscured in any way, it is much more difficult for a teacher to judge their engagement with learning and to secure participation in discussions and practical activities.
- 4) That students are protected from external pressures to wear clothing they would not otherwise choose to adopt, protecting them from harassment.
- 5) 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 head'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: January 2016

This policy will be reviewed bi-annually.