



DRESS /APPEARANCE CODE GUIDANCE

Review Date:	July 2008	Last review date:	N/A
Policy Adopted:	August 2007	Next review date:	TBD

Background

This document uses the suggested latest guidance from the DfES on developing school uniform related policies. In March 2007 the government launched a consultation on what guidelines schools should be given to help them ensure that their uniform policies are fair and reasonable. The consultation is due to run until 12 June 2007. This document is supported by 'DfES Guidance to Schools on School Uniform Related Policies'.

Spires Academy believes that school uniform plays a valuable role in contributing to the ethos of a school and setting an appropriate tone. It should instill pride; support positive behaviour and discipline; encourage identity with, and support for, school ethos; ensure pupils of all races and backgrounds feel welcome; protect children from social pressures to dress in a particular way; and nurture cohesion between different groups of pupils. Above all, Spires Academy believes that school uniform supports effective teaching and learning.

Dress /Appearance Code

We believe that a smart appearance lends itself to smart learning and behaviour. In order to help you be organised and feel a part of the Academy there is an expectation that you will wear your uniform correctly and with pride. You will need to wear it at the Academy, on an Academy trip or when representing the Academy on any occasion. Please make sure that your name is on each item, so that it can be returned to you if lost.

There is some element of choice in the combinations that you can wear but every student will need to wear a tie and blazer at all times. If students wish to wear a jumper, then it must be the Academy jumper only.

- Black Blazer
- Academy badge (to be sewn on blazer breast pocket)
- Academy tie/scarf (students may choose which style they prefer)
- Black skirt/Black trousers (skirt length should be knee-length, trouser legs must cover ankles)
- White Shirt/Blouse (must button up to the neck and be able to be tucked in)
- Academy Blue personalised jumper (optional, but no other jumper may be worn)
- Black shoes (these need to be of a sensible design and height since you will be moving around the Academy regularly. Trainers may only be worn for break/lunch time and for PE lessons)
- Black socks/tan or black tights

PE Kit

- Dual Blue Academy Personalised PE Shirt (for use inside and outside)
- Black shorts
- Blue sports socks
- Academy blue fleece (optional, but no other fleece will be permitted to be worn as part of the PE kit)
- Indoor White Trainers
- Black Football/Hockey boots or outdoor black trainers



In order to maintain your smart profile and your safety you will need to pay careful attention to your appearance. Hair should not be of a style or colour that is unnatural and might offend

someone and will need to be tied back during practical lessons if it is long. If you wish to wear make-up, it must be natural-looking and not be obvious.

In order to ensure everyone's safety, it is crucial that we can identify each person on the school site. Therefore hats/head coverings are not allowed. In exceptional cases, having made a formal case to the Governors, this ruling may be reversed but must not mask the face.

To help you be punctual you may wish to wear a watch. You are allowed one small stud earring in each ear but it is not appropriate around school to wear large, hooped earrings, any facial piercings or finger-rings since they might get caught and torn out. Watches and earrings will have to be removed for PE lessons. You need to remember that jewellery is valuable and that it will be your responsibility to look after it. The Academy cannot take this responsibility for you.

Guidance

Spires Academy will act fairly and reasonably, bearing in mind our duties under the Human Rights Act 1998 and anti-discrimination legislation which are explained below.

- Consultation with students, parents and the local community reinforced the opinion that the proposed Academy uniform should be smart, affordable, easy to source, distinctive, contribute to health and safety and allow some variability in how items might be combined
- The Governors and Leadership of the Academy will consider carefully any request that is made to vary the policy to meet the needs of any individual pupil to accommodate their religious beliefs. It may be possible for many religious requirements to be met within our dress/appearance code and Spires Academy will act reasonably in accommodating religious requirements

However, the freedom to manifest a religion or belief does not mean that an individual has the right to manifest their religion at any time, in any place, or in any particular manner

In fulfilling our obligations, Spires Academy may have to balance the rights of individual pupils against the best interests of the school community as a whole. Where security and safety of students may be hindered, such as a student's face obscured, then the request may be denied.

- The Governors and Leadership of the Academy will consider carefully any request that is made to vary the policy to meet the needs of an individual pupil because of temporary or permanent medical conditions
- The uniform has been designed so that it is affordable and does not leave students or their families feeling unable to apply to or attend Spires Academy, or forgoing necessities in order to meet the cost of uniform
- Our dress/appearance code does not discriminate on the grounds of gender and follows guidance on avoiding sex discrimination.

Physical Education uniform

Spires Academy believes that that participation and enjoyment of sport is enhanced where students feel comfortable about their PE clothing. Our PE uniform is practical, comfortable



and appropriate to the activity involved. There is the opportunity to vary the combination of items worn, depending on personal taste, the activity being undertaken and the weather.

Breaching Uniform Policy

It is expected that students will abide by the Dress/Appearance Code. If this is breached then sanctions will follow. Developing good practice elsewhere and guidance from the DSCF does not consider exclusion to be an appropriate response to breaches of school uniform/appearance policy, except where they are persistent and defiant. Where a student repeatedly refuses to comply with school uniform policy but does not otherwise display poor behaviour, we believe that exclusion may be an appropriate response, depending on the circumstances of the case.

Monitoring, Evaluation and Review

The Governors will review this policy at least every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.