



**Hanham
Woods**
Academy

May 2023

For information and guidance and incorporating the Academy's vision and core values. It forms part of the portfolio of policies designed to keep students safe, happy and cared for.

Status: Approved

HWA Uniform Policy

Policy Title	Uniform Policy
Function	For information and guidance and incorporating the Academy's vision and core values. It forms part of the portfolio of policies designed to keep students safe, happy and cared for.
Status	
Audience	Students, Parents, Councillors, Principal, Teachers, Support Staff, Local Authority
Ownership / Implementation	The Principal and the Academy Council have overall responsibility for ensuring that this policy is implemented.
Implementation Date	
Review period	Annually
Last Reviewed	May 2023

History of most recent policy changes

Date	Page	Change	Origin of Change e.g. TU request, Change in legislation
November 2020		No Changes	
March 2022	4	Sanctions for incorrect uniform	Policy review for efficacy
March 2022	4	Language	DfE alteration of language surrounding sanctions from exclusion to suspension
May 2023	4	Checking of uniform - staffing	Policy review
May 2023	4-5	Uniform Expectations: Graphics, Halo code and jewellery	Policy review
May 2023	6	Sanctions for non-compliance	Policy review
May 2023	6-7	Equipment	Policy review

1. INTRODUCTION

All students at Hanham Woods Academy follow a Dress Code which represents our shared commitment to excellence in everything that we do. Our policy is based on DfE guidelines and also the belief that a school uniform:

Creates a sense of pride and belonging

The uniform and sports kits proudly display our school logo, building a feeling of belonging. It reflects the sense both of the community and of diversity that the school takes pride in.

Promotes equity and gives value for money

Uniform promotes equality as it eliminates the stress placed on students and families to purchase and wear expensive, fashionable items and is a relatively inexpensive way of dressing young people for school. It also reduces opportunities for bullying to occur.

Professional and Practical

Following a dress code helps instil a sense of purpose; uniform is practical, identifies students and shows that students are ready to learn.

2. LINKED POLICIES

This policy should be read in conjunction with the following policies:

- Behaviour Policy
- Suspensions Policy

3. DEPARTMENT FOR EDUCATION GUIDANCE:

- The Department strongly encourages schools to have a uniform as it can play a valuable role in contributing to the ethos of a school and setting an appropriate tone.
- Each school decides its uniform and must not discriminate based on sex, race, disability, sexual orientation, gender reassignment, religion or belief.
- The headteacher can discipline your child for not wearing the school uniform. Your child can be suspended or expelled if they repeatedly ignore the uniform rules.
- Schools can decide if girls can wear trousers, or if religious dress is allowed. If you think your child is being discriminated against, talk to the head teacher/principal.
- A headteacher (or Principal), or a person authorised by the head teacher, (or Principal) may ask a pupil to go home briefly to remedy a breach of the school's rules on appearance or uniform. This is not an exclusion but an authorised absence. However, if the pupil continues to breach uniform rules in such a way as to be sent home to avoid school, or takes longer than is strictly necessary to effect the change, the pupil's absence may be counted as an unauthorised absence. In either case the pupil's parents must be notified and the absence should be recorded.

4. AIMS AND OBJECTIVES

Our policy on Academy uniform is based on the notion that Academy uniform:

- promotes a sense of pride in the Academy;
- promotes a sense of community and belonging towards the Academy;

- is practical and smart;
- identifies the children with the Academy;
- prevents children from coming to the Academy in fashion clothes that could be distracting in class;
- makes children feel equal to their peers in terms of appearance;
- is regarded as suitable wear for the Academy and good value for money by most parents/carers;
- is designed with health and safety in mind.

5. UNIFORM EXPECTATIONS

Uniform expectations are reviewed annually.
General Uniform Expectations:

HWA Dress Code

All students at Hanham Woods Academy follow a Dress Code which represents our shared commitment to excellence in everything that we do.

White, long/short sleeved, button-down shirt or blouse. Top button done up.
No polo shirts.

A waterproof outercoat may be worn to the Academy, this should be black colour and without large branding or logo.
No non-waterproof, zip-up tops or hoodies/sweatshirts are to be worn.

Black, tailored, loose-fitting trousers.
No jeans, denim, stretchy fabric, back pockets zip pockets chinos or leggings.

Black, tailored, loose-fitting shorts may be worn in term 5 and 6.
No denim, chinos or cargo or sports shorts.

Black, grey or white, calf-high socks or black tights.
No colourful or fluffy socks.

Black, leather/leather-look shoes
No trainers or sports brands.

No extremes of make up or hair colour/style.
No false eyelashes.
No false/acrylic nails/


Single pair of ear studs/nose stud may be worn but must be removed for PE.
No hooped ear/nose-rings, septum bars or additional facial piercings. No other jewellery should be worn.

Hanham Woods embroidered, V-neck jumper that matches the House colour of the student; this must be brought to school every day.
No hoodies or sweatshirts to be worn on top of Academy uniform.

Black, double pleated skirt (trouser material) that stays at the knee when worn.
The only permitted skirt is the double pleated skirt from Monkhouse. All other skirts are not allowed.

Hanham Woods, House tie that matches the House colour of the student.

Dressed for Success



Sports kit Guide



Boys polo Unisex Rugby shirt Girls polo

Unisex fleece Tracksuit bottoms Girls sports leggings

Sports shorts Girls skort

All jewellery
(without exception)
must be removed for
all PE lessons.

Compulsory kit for boys

- HWA branded polo shirt
- HWA branded rugby shirt
- Plain, black sports shorts
- Plain, black tracksuit bottoms
- Black football socks or white tube socks
- Football boots
- Non-marking trainers
- Shin pads are required for football, rugby and hockey

Optional kit for boys

- HWA unisex branded fleece
- Gum shields are recommended for rugby, football and hockey

Compulsory kit for girls

- HWA branded polo shirt
- Plain, black tracksuit bottoms, shorts, skorts or sports leggings
- Non-marking trainers
- Shin pads are required for football, rugby and hockey

Optional kit for girls

- HWA unisex branded fleece
- HWA branded rugby shirt
- Football boots

Prohibited items

- Hoodies
- Vest tops
- Large branding on clothing
- Short, lycra shorts
- Daps
- Converse Allstars

5.2 The Halo Code

Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, durags, bonnets and wraps. Headwear should must be black or navy blue.

At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.



5.3 Jewellery, false nails and eyelashes

Students may choose to wear a single pair of stud earrings or a single nose stud. No other jewellery is permitted to be worn in the academy. All jewellery must be removed for PE lessons without exception. Students will not be permitted to tape earrings or nose studs for PE lessons. Jewellery not permitted to be worn will be confiscated and parents will be contacted to collect from reception. Students are not permitted to wear false/acrylic nails of any kind and nail varnish is to be removed. Students are also not permitted to wear false eyelashes.

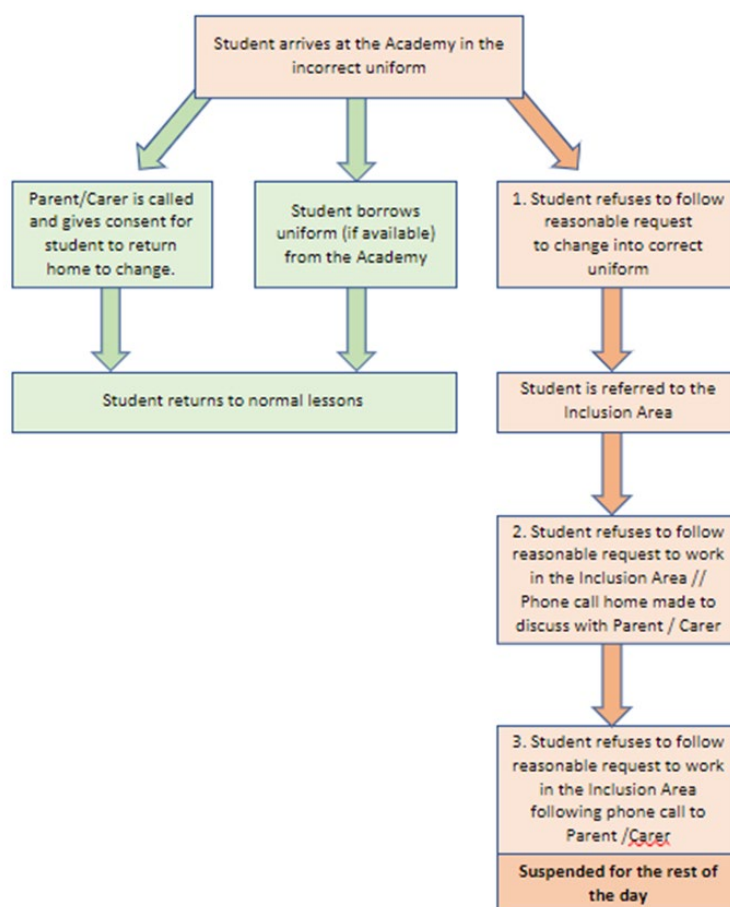
6. STUDENT NON-COMPLIANCE

Uniform is checked daily by the Senior Leadership Team, Pastoral Leads and tutors on arrival to the Academy in the morning. If a child is found to be wearing incorrect uniform then they will be removed from lessons. If a child has a note from a parent/carer outlining a valid reason for the non-compliance (e.g. medical issue, damaged uniform, etc) then the child may be excused from sanctioning for a recorded period of time until the issue can be rectified. Resolutions may be found through the loaning of uniform, removal of non-complaint items or by calling parents/carers to rectify the matter at hand.

6.1 Sanctions for non-compliance

In every instance of uniform non-compliance we strive to work with students and parents/carers to rectify the concern to avoid a sanction. In situations where a sanction is issued it will always be accompanied by parental contact.

- * For persistent breaches of our uniform and appearance expectations it may be deemed necessary to suspend a student from attending the Academy. This is a very serious sanction and permission to suspend must always be gained through consultation with pre-determined members of the Senior Leadership Team. There must be verbal communication with a parent to try and establish the root cause of the non-compliance before a student is issued with a fixed term suspension.



7. Equipment

Students are expected to bring a bag to school that is big enough to contain an A4 folder, their books and equipment and it is a basic expectation that they should have their PE kit with them on days they have PE. A second bag is recommended for PE kit.

We expect every student to bring the following to school every day:

- A clear plastic pencil case
- 2 Black/blue pens writing pens
- 1 green writing pen
- 2 pencils
- Rubber
- Ruler



Please note that pencil sharpeners and scissors should not be brought into the academy but will be provided when needed.

Other equipment students will find useful:

- Colouring pencils
- Highlighters
- Protractor
- Compass

We strongly recommend students also have a scientific calculator, model number [Casio FX-991EX](#) "Classwiz" as it offers the best functionality and performance.

Students are able to purchase stationery from our Stationery Shop in the Payment Office during breaktime or before the start of the academy day.

8. THE ROLE OF PARENTS/CARERS

We ask all parents/carers who send their children to our Academy to support the Academy Uniform Policy. We believe that parents/carers have a duty to send their children to the Academy correctly dressed and ready for their daily Academy work. One of the responsibilities of parents/carers is to ensure that their child has the correct uniform, and that it is clean and in good repair.

9. FEEDBACK

If any parent/carer would like the Academy to modify the uniform policy, they should address communication via email to the Principal. The Academy welcomes children from all backgrounds and faith communities. If there are serious reasons, for example on religious grounds, why parents want their child to wear clothes that differ from the school uniform, the school will look sympathetically at such requests.