



Hanham Woods Academy

March 2022

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	Approved 9 th May 2022
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	10 th May 2022
Review period	Annually
Last Reviewed	March 2022

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

1. **INTRODUCTION**

At Hanham Woods Academy we have high expectations and this is also the case with our uniform. We aim to have a uniform that is sensible, practical and easily maintained; and one that students will wear with pride. Students should be dressed smartly and in an appropriate way; fit for a learning environment and ready to learn. Every student is expected to meet our high standards of dress and to take a pride in their appearance. The uniform contributes to our school ethos and values.

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**

Please see the Academy website for the most up-to-date uniform expectations. These are reviewed annually.

6. **STUDENT NON-COMPLIANCE**

Uniform is checked daily by the Senior Leadership Team on the Academy gates in the morning and by the tutor team. 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 the detention 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

Here is a table to show the sanctions at each stage for failing to comply with Academy expectations for uniform and/or appearance. In all instances a sanction will be accompanied by parental contact.

Issue	Sanction
Failure to meet Academy expectations for uniform or appearance without valid reason	Removal from lessons until uniform is corrected.
Persistent failure to meet Academy expectations for uniform or appearance without valid reason	Suspension

- * 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 exclude 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 exclusion.

7. **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.

8. **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.