

THE EAST MANCHESTER ACADEMY

UNIFORM POLICY

Policy Name: Uniform Policy

G Hutchence

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Draft 3	

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DCSF			
PSG			
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Introduction

Uniform plays a valuable role in contributing to the ethos of an Academy and setting an appropriate tone. We believe our uniform will instil pride; support positive behaviour and discipline; encourage identity with, and support for, the Academy 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 all pupils.

The East Manchester Academy has consulted a wide range of community members including parents / carers, children and other stakeholders with regard to the proposed uniform.

DCSF guidance (2007) states that the essential factor to be taken into consideration when determining uniform policy is that schools should act 'fairly and reasonably', bearing in mind their duties under the Human Rights Act 1998 and anti-discrimination legislation. The policy outlined below adheres to such advice.

In deciding the design of the Academy uniform, in accordance with DCSF guidance, The East Manchester Academy has given high priority to cost considerations. The uniform will not be expensive and certain items may be purchased from usual clothing outlets. We wish to prevent families forgoing basic necessities or other hardships in order to meet the cost of uniform. No family will be made to feel that they are unable to apply for admission on account of high uniform costs.

Schemes for remission of cost will be widely publicised and clearly explained in admissions, or other literature provided by the Academy. Further, we will work in partnership with Choice Advisers who will be able to inform parents / carers about the Academy's uniform policy, of the funding available in the form of uniform grants or provision of school clothing and of any other assistance available to parents /carers for purchasing or acquiring school uniform e.g. external organisations.

Cultural, Race and Religious Considerations

While pupils must adhere to the Academy's Uniform Policy, the Academy will endeavour to be considerate to the needs of different cultures, races and religions. Various religions require a particular dress code, or to otherwise outwardly manifest their belief. Some religions require wearing or carrying of specific religious artefacts, others may hold a belief that they should not cut their hair, and a number of religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head.

The Academy Trust recognises that it may be possible for many religious requirements to be met within the Uniform Policy and that the Academy will act reasonably in accommodating religious requirements (see Appendix 1).

However, in fulfilling its obligations, the Academy may at times have to balance the rights of individual pupils against the best interests of the Academy community as a whole.

Gender and Sex Discrimination Considerations

The Academy will ensure that its uniform policy does not discriminate on the grounds of gender. The Academy's uniform rules will not disadvantage one gender compared with the other.

DDA

The Principal will consider any request that is made to vary the policy to meet the needs of an individual pupil because of temporary or permanent medical conditions or other special circumstance.

Uniform Description

Boys

Academy Rain Jacket

Academy Blazer, embroidered with emblem

Academy Tie

White collar shirt

Black / Charcoal grey trousers

Black shoes

Black socks

Academy jumper with emblem (Optional)

Girls

Academy Rain Jacket

Academy Blazer, embroidered with emblem

Academy Tie

Black hijab or headscarf if required

White collar shirt

Black / Charcoal grey trousers / skirt

Black shoes

Black tights / socks

Academy jumper with emblem (Optional)

Physical Education Uniform

The East Manchester Academy has adopted a sensitive, flexible approach to its P.E. Uniform and reflects the needs of different pupils as well as the equality, discrimination and human rights issues.

We want all our pupils to take part and enjoy sport and fitness activities. We fully recognise that such activities can be enhanced where pupils feel comfortable and self confident about their PE clothing, particularly girls.

The East Manchester Academy's PE uniform is practical, comfortable, affordable and appropriate.

Girls

Academy sports polo shirt

Academy navy PE shorts or track pants

Academy navy / white fleece

Navy Sports Socks

Trainers

Boys

Academy sports polo shirt

Academy football shirt

Academy navy PE shorts or pants

Black or navy football socks

Trainers

General Standards

The following personal appearance and uniform requirements have been approved by the Academy Trust for pupils of the Academy, and should be adhered to by all pupils at all times while representing the Academy, attending the Academy, attending Academy activities at other locations and while on route to or from the Academy.

Clothing

Pupils are to dress smartly at all times. (e.g. shirts tucked in, ties should be worn properly)

Shirts can be either long or short sleeved.

No jeans or cargo style trousers are permitted

Black shoes only, no boots, trainers, open sandals or canvas shoes.

Black shoes with a maximum heel height of 3cm for health and safety reasons.

Black / Charcoal grey school trousers only (No fashion trousers e.g. skinnies, half length or wide fitting trousers)

Skirts should be no shorter than knee length (but we strongly recommend trousers for health & safety reasons).

No hoodies are permitted.

Trainers are only allowed in P.E. activities.

Outdoor clothing must be removed once inside the building.

The wearing of hats, caps or hoods are not allowed inside The East Manchester Academy.

Jewellery

No overt make-up, nail varnish or acrylic nails may be worn by pupils in Year 7 to Year 11.

Pupils only may wear a pair of stud earrings and a watch. No other jewellery, unless for a stated medical reason.

Facial, nose or tongue studs and body piercing are not allowed.

For Health and Safety purpose rings are not permitted.

Breaches OF Uniform Policy

Where a pupil is not adhering to school uniform policy, the Academy will be considerate and discreetly try to establish why. There may be good reasons why a pupil is not attending school in the correct uniform. For example, their uniform may have been lost, stolen or damaged.

If a pupil is not wearing the correct uniform because their parents are in financial difficulties, then the Academy will be sensitive to the needs of the pupil and if needs be, provide a clean and respectable uniform. A pupil must not be made to feel uncomfortable, nor discriminated against, because their parents / carers are unable to provide them with the required items of school uniform.

If there is a blatant disregard for the Academy uniform pupils will be sent home to change. Contact will be made with parents /carers or clean loan stock used. Form Tutors will refer pupils to the appropriate Pupil Support Manager who will arrange to telephone home to ascertain permission for the pupil to leave the premises. If there is no reply, the pupil will be kept separate from the rest of the class and a letter sent home that evening outlining the problem. A standard letter is provided for this purpose.

The Principal or a person authorised by the Principal may ask a pupil to go home briefly to remedy a breach of the Academy's rules on appearance or uniform. This should be for no longer than is necessary to remedy the breach. 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 unauthorised absence. A pupil will not be sent home indefinitely or for longer than is strictly necessary to remedy the breach as this could amount to an unofficial exclusion.

In **all** such cases parents /carers will be notified and the absence recorded. When making this decision, the child's age, vulnerability, how easily and quickly the breach can be remedied, and the availability of the parent /carer, will be considered. If the pupil then repeatedly infringes the Academy's rules on uniform or appearance, this may constitute a disciplinary offence and may be grounds for exclusion.

In line with DCSF guidance, the Academy 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 pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, The Academy believes that exclusion could be an appropriate response.

Policy Ownership, Monitoring and Review

All staff are responsible in implementing this policy. Equally, all staff are required to dress smartly in order to model high standards and corporate professionalism. The responsibility for ensuring that the Academy adheres to this policy and that this policy is periodically reviewed rests with the Principal of The East Manchester Academy.

Monitoring, Evaluation and Review

The Trust Board 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.

Adopted by the TEMA On

Chair of Academies Trust Board

Principal

Review date

Appendix 1

Religious clothing summary – reproduced with permission from guidance developed by Tower Hamlets in consultation with faith communities in that locality.

Buddhism

In general there are no religious requirements for everyday dress for Buddhists.

Christianity

For the majority of Christians there are no particular dress requirements. In some Christian sects such as the Plymouth Brethren women and girls are expected to wear headscarves and modest clothing.

Hinduism

In general it is not considered acceptable for a Hindu woman to have uncovered legs.

Judaism

Dress requirements vary with orthodoxy. For more orthodox Jews women and girls are expected to keep the body covered and married women cover their hair. Boys and men often wear a skullcap.

Islam

The reason for young women beyond puberty wishing to wear full clothing is modesty; that is, not wishing to receive unnecessary attention.

Young women are appropriately modestly dressed if they are wearing salwar kameez or jilbaab with headscarf without the need to wear niqaab in school.

Men are expected to be covered from waist to knee in public places, many Muslim men may also choose to wear a cap but this is not a compulsory religious requirement.

Sikhism

In general covering the body is a requirement. All initiated Sikhs wear the five 'K' symbols as a sign of their initiation into the Sikh community. Male Sikhs wear a turban, the removal of this is unacceptable.

Rastafarian

Rastafarian women dress modestly. There is a taboo on wearing second hand clothing, and therefore children may be unwilling to wear borrowed clothing for PE, etc.