



Diocese of Norwich
Education and
Academies Trust



Diocese of Norwich
St Benet's
Multi Academy Trust

The Harleston Sancroft Academy - Secondary Phase Uniform Policy

Policy Type:	Academy Policy
Approved By:	Local Governing Body
Approval Date:	01/09/2022
Review Date:	8th March 2024
Person Responsible:	Headteacher

Summary of Changes

The model policy has been revised to reflect these changes to the local information and statutory guidance as outlined below.

Title	Review interval	Last reviewed	Next review	Changes made
Uniform Policy	1 year	September 2014	September 2015	Textual changes
Uniform Policy	1 year	September 2015	September 2016	No changes
Uniform Policy	1 year	March 2017	March 2018	Textual changes
Uniform Policy	1 year	June 2017	June 2018	Textual changes to ensure policy is gender neutral.
Uniform Policy	1 year	May 2018	May 2019	Textual changes
Uniform Policy	1 year	May 2019	Feb 2021	Textual changes
Uniform Policy	1 year	Feb 2021	Sept 2021	Textual changes and COVID amendments (Removed June 2022)

The Diocese of Norwich Education and Academies Trust/St Benet's Trust is accountable for all policies across its Academies. All policies whether relating to an individual academy or the whole Trust will be written and implemented in line with our ethos and values as articulated in our prospectus. We are committed to the provision of high-quality education in the context of the Christian values of service, thankfulness and humility where individuals are valued, aspirations are high, hope is nurtured, and talents released.

A Scheme of Delegation for each academy sets out the responsibilities of the Local Governing Body and Principal / Head Teacher. The Principal / Head Teacher of each academy is responsible for the implementation of all policies of the Academy Trust.

All employees of the Academy Trust are subject to the Trust's policies.

The date of issue of this policy is 8th March 2021. This policy will be reviewed every three years.

The school policy on uniform is designed to enable students to dress appropriately for work at school. Taking pride in their appearance and demonstrating respect for the values of the school is very important to our students. Uniform must be worn by all students whilst in attendance at the school, on the way to and from school and on all school visits unless the Headteacher has given prior permission to the contrary.

The Aims of the Policy are to:

1. Provide a simple, clear outline of expectations
2. Provide a common standard for all and accepted by all
3. Remove pressure for students to compete over dress trends
4. Ensure that the school uniform
 - Is appropriate for a learning environment, at the same time reflecting the professional world of work
 - Is a means of reflecting pride in students' own appearance and in the school community
 - Expresses a sense of equality and belonging
 - Sets the tone for the school day
5. Establish a benchmark to be applied consistently in relation to all students at the school

The policy for school uniform was decided and agreed by joint consultation with governors, staff, students, parents and carers

Harleston Sancroft Academy school uniform is compulsory for all students

Unless given specific permission by a teacher, the blazer must be worn at all times in school (this does not include break and lunchtime). This does not apply to half-term 6 (summer term) when the blazer is not compulsory. Students are required to enter and leave the school gates at the beginning and end of the day in full school uniform unless representing the school in a sports fixture.

Blazer: Plain black blazer with pre-sewn on School badge – available from Stevensons Uniform supplier.

Shirt: Plain white and formal: Must be worn tucked into trousers or skirt, top button to be fastened at all times. Short or long-sleeved shirts are permitted.

Tie: House coloured and worn at all times – available from school office. Students with leadership responsibilities may be issued an alternative tie.

Trousers: Plain black, suit style trousers are the only style permitted. Not permitted are, skinny fit trousers (fitted at the ankle), leggings, denim, black cotton jeans-styles, flares, combat trousers or trousers with studs on the pockets. Tailored shorts are permitted but must be knee length or below. Any belt worn must pass through loops and be plain black. We recommend that trousers are purchased directly from the school uniform provider to prevent confusion.

Skirt: **ONLY** the school black pleated skirt. Skirts are to be worn no more than 5cms above or below the knee – available from Stevensons uniform supplier.

Jumper: (optional) School black V-neck jumper with red stripe in the V and pre-sewn on School badge – available from Stevensons uniform supplier.

Socks: Plain black. Socks must be below the knee.

Tights: Plain black or natural coloured.

Shoes: All students must wear low-heeled, black leather shoes (synthetic leather alternatives are also acceptable). Students are allowed to wear black, leather trainers with black soles and no other evident colours, markings or visible branding. (Any visible branding would need to be coloured out using black permanent marker). High heels (greater than 2cm) are considered dangerous on the grounds of health and safety and are not permitted. Mixed coloured trainers, boots (including ankle boots, ugg-style or chelsea boots) and all canvas shoes are not acceptable. Students not in correct footwear will be required to change into school shoes provided by the pastoral team.

Coat / Outerwear: Coats and other items of cold weather clothing (including hoodies, scarves and pashminas) are not permitted to be worn other than on arrival to, and departure from, school or at break and lunch times. At all other times these should be stored in lockers or a school bag.

Students are permitted to wear socks with skirts as an alternative to tights but these must be black.

PE Kit:

Red Active PE polo shirt (available from Stevenson's)
Black shorts, black skirt or skort, black tracksuit bottoms or suitable plain black sports leggings
Red socks
Plain black/red mid-layer top or black/red quarter zip fleece to be worn under PE shirt when outside (optional, available from Stevenson's)
Shin Pads and a gum shield are recommended in appropriate lessons
Indoor trainers and Outdoor Football Boots/Trainers
Swimming hat, towel and goggles for the pool.
Swimming costume. Black/Navy Blue lycra shorts or swimming costume.

The following applies to all students

Jewellery and Piercings:

Students are permitted to wear one small plain stud earring per ear. No hoops or large 'diamond' studs of any sort are permitted. It is recommended that students wear a watch.

Any inappropriate jewellery will be confiscated and kept in the school office and must be collected by a parent/carer.

Body piercings (other than earrings as outlined above) are **not** allowed and students will be **asked to remove it/them. Students are not permitted to cover piercings with plasters.**

Hair styles:

Hair is to be of a conventional style and cut. Extreme styles, including shaved, coloured (bold and not of standard colouring – brown, blonde, black, red) or styles with wedges or razored lines are not permitted in school. A 'fade' haircut is acceptable but a number one clipper grade all over the head is not permitted

Make-up:

The wearing of discrete make-up is permitted. However, eyeliner, lipstick and heavy makeup is not. Students in Years 10 and 11 are permitted to wear nail varnish or gel

polish. Nails should reflect appropriate business dress and should be subtle in colour. Nail extensions are not permitted.

All staff are expected to challenge students who are not meeting uniform expectations. Form Tutors checking during morning and afternoon registration that students are appropriately dressed.

If parents and carers are unsure about the appropriateness of the uniform they are purchasing, we strongly encourage them to get in contact with any member of the Senior Leadership or Pastoral Teams, who will be able to advise.

Racial Equality and Equal Opportunities:

All children have equal access to wearing school uniform regardless of their culture, race, religion, gender, disability or ability. We ensure that the set uniform respects other policies such as Race Relations, Sex Discrimination and allows for individual sets of circumstances of all groups and individuals. The Governing Body of Harleston Sancroft Academy will respect variations to the school uniform if they are directly related to established religions or cultural traditions.

However, any variation will be dealt with on an individual basis and judgement will remain at the discretion of the Headteacher and the Governing Body. Harleston Sancroft Academy is committed to creating a positive climate that will enable everyone to work free from racial intimidation, gender discrimination and harassment and to achieve their full potential.