



## **Primary**

# **Uniform and Equipment Policy**

### **Rationale**

Our uniform policy reflects our values and reinforces our academy's culture of high expectations and academic achievement. All students must dress according to the Uniform Policy. By wearing the full school uniform, students at Ark Globe Academy demonstrate visually that they belong to the school community. Their uniform is a symbol of equality, identity and allegiance to the institution and the culture pyramid. Smartness and high standards of appearance are expected at all times, both inside and outside of the academy premises.

### **Equality and equal opportunities**

All children have equal access to wearing the academy uniform regardless of their culture, race, religion, gender, disability or ability. We ensure that the set uniform respects other policies such as equality, race relations, sex discrimination and allows for individual sets of circumstances for all groups and individuals. Consideration has been given to how the uniform can be adapted for those who have a disability or who wish to express a cultural, religious or racial identity within the framework of an academy whilst fostering cohesion, safety and a sense of community.

We will do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity. We will use an appropriate Equality Impact Assessment to monitor the impact of all our policies and the policy may be amended as a result of this assessment.

### **Expectations**

- Every member of the school community should be clear about the uniform requirements and fully committed to operating within this policy.
- Every student makes a commitment that when they put on their Ark Globe uniform they will abide by the rules of the community.
- Every parent/carer has a responsibility to ensure that their child has a full school uniform and wears it correctly each day. We ask that parents/carers support all decisions by the academy staff regarding whether or not clothing is appropriate or inappropriate for school.
- Every member of staff has a responsibility to check students' uniforms, intervening in the case of any infringement and ensuring that it is rectified
- We have taken care to ensure that our uniform is affordable and to minimise the number of items that need to be purchased from a particular supplier.



## Uniform Supplier

Ark Globe Academy has one sole supplier for many of the uniform items. Those items are outlined below and may ONLY be purchased from the uniform supplier and may not be replicated by high street brands or home-made products. Parents/carers must ensure that they have purchased the relevant asterisked items for their child prior to their induction at the Academy.

Following Guidance about the costs of school uniforms published by the Government in 2021, we have reviewed branded items.

See below a list of mandatory uniform items:

Uniform item	Mandatory all year <i>(unless extreme weather)</i>	Colour	Purchase from supplier only	Eligible to claim from school
<b>V necked jumper or cardigan:</b> Black with Ark Globe Gold Trim, academy logo on front	✓		✓	
<b>Tie:</b> Year 4, 5 and 6 boys only	✓		✓	
<b>Pinafore or Skirt or Trousers or Shorts</b>	✓	Black or charcoal		
<b>Summer dress:</b> <i>(Summer term only)</i>		Yellow checked		
<b>Polo Shirt:</b> Reception, Year 1, Year 2 and Year 3 boys and girls	✓	Plain white		
<b>Shirt:</b> Year 4, 5 and 6 boys Long or short sleeve, tucked in at all times	✓	Plain white with a collar		
<b>Socks:</b> (no logos or frills)	✓	Plain black Plain white		
<b>Tights</b>		Plain black		
<b>Shoes:</b> (Shoe requirement below)	✓	Black leather		
School Bag: Black with academy logo in centre	✓		✓	

**We advise that clothing should be clearly labelled with the student's full name.**

The academy cannot accept responsibility for loss or damage to students' property and valuables.

## PE Kit – Girls & Boys

Uniform item	Mandatory all year <i>(unless extreme weather)</i>	Purchase from supplier only
Academy White Polo Shirt with Globe logo	✓	✓
Black Shorts or Jogging Bottoms	✓	
Trainers	✓	
White sports socks	✓	

## Outdoor Clothing Items

Students should bring a warm, plain coloured coat to school each day, apart from during the hotter weather.

### Belts

- Belts are permitted, but they must be plain black and buckled conventionally, with no overt logo.

### Footwear

- Students must wear closed-toe, hard soled, all black plain shoes with a flat sole
- Flat shoes must rest below the ankle, not be mistaken for trainers or have no more than 5 eyelets.
- Boots are **not** allowed.
- Wellington boots may be worn for outdoor use in adverse weather conditions and specific school trips – we encourage all Reception pupils to bring them to school and keep them here for the year

### Hair and Headwear

- Hair must be of a natural hair colour and neatly groomed and professional at all times
- No tramlines or extreme styling or hair or eyebrow designs etc
- Hair decorations, including beads, are not allowed.
- Hair ties must be plain black or of a natural colour.
- Hair bands must be a solid black band with no bows or ties. Students will not be allowed to attend lessons with incorrect head bands, however appropriate head bands will be available for students.

Students are permitted to cover their head for religious or cultural reasons; any head covering for religious or cultural values must be kept simple and black. Turbans and bands to tie a topknot must be plain black.



## Nail Polish, Make-up or Decoration

- Students are not allowed to wear fingernail polish or false nails.
- Makeup is prohibited.
- Skin decorations, such as tattoos, are not allowed, except in the case of religious observance, for example henna tattoos. These must be temporary, lasting no longer than one week and only following a religious observation or celebration.

## Jewellery



- Students can wear one watch (no sounds effects or games)
- Students can wear one small, plain gold or silver stud earring in each ear
- No jewellery/additional piercings are permitted (this includes retainers in the place of piercings).
- Body piercings are not permitted and students will not be allowed to attend lessons with these, including smiley piercings and any mouth piercings.

## Enforcement of the policy




Parents/Carers of students who are not in full school uniform will be contacted and asked to bring the missing items of uniform to school. If this is not possible, then it will be at the school's discretion to sanction appropriately and/or support the family if there are extenuating needs that are independent of the child. Any item of uniform borrowed will be returned to where it was given at the end of the school day.

Any non-uniform items of clothing/jewellery will be confiscated by the member of staff who encounters it under the 'see it, hear it, take it' approach. The parent /carer will need to arrange a meeting with the respective member of staff at a convenient time to collect the confiscated item and to discuss the issue further.

The guidance below is included to support students in upholding uniform and equipment standards.

	<p><b>1. Shoes must be plain black leather.</b> Suede shoes and boots are <b>not</b> allowed. Please be aware that not all shoes sold are school shoes are in line with our uniform policy so please do check before buying. For example, trainer shoes are not allowed (those with any sports symbol)</p>
	<p><b>2. Only one pair of plain gold or silver studs.</b> Piercings are only allowed in the lower ear lobe. Studs should not have any patterns, jewelled or designs. Hoop earrings are not allowed. No other jewellery is allowed except a plain watch. Items will be confiscated if worn and returned to the student at the end of the day.</p>



	<p><b>3. Only natural hair colours are allowed.</b> Students must a natural hair colour only and no colours should be weaved into hair. Beads are not allowed.</p>
	<p><b>4. Patterns and lines are not allowed to be shaved into hair styles.</b> Students must also not have a line through their eyebrows.</p>
	<p><b>5. Bottles of water</b> Students should bring in their own bottle of water every day. This can be filled up at school. Fruit juice, fizzy drinks and energy drinks are not allowed and will be confiscated.</p>