



GRIMSBY INSTITUTE GROUP

Uniform and Appearance Policy

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1. Introduction

The Grimsby Institute Group believes that the wearing of an academy uniform contributes to the ethos of The Academy Grimsby (the Academy), sets high standards and the appropriate tone. We expect our students to wear our uniform and abide by our expectations on personal appearance to instil pride, support positive behaviour and discipline. Through this policy we encourage identity with, and support for, the Academy ethos upholding our position that students of all races and backgrounds should feel welcome and included in the Academy's communities. Above all we firmly believe that the wearing of our agreed uniform supports effective teaching and learning.

Under the Human Rights Act 1998 and anti-discrimination legislation, the Senior Management Team has set out this policy to ensure that the policy on Academy uniform and appearance is implemented, monitored and reviewed fairly to ensure an inclusive environment for all.

The Academy will ensure that its Uniform Policy is fair and reasonable. We have strong regard to affordability and will ensure that this does not act as a barrier to parents/carers when choosing us as their child's education provider. There is a statutory duty placed on all Governing Bodies, and in the case of The Academy Grimsby, to ensure that their policies and practices do not disadvantage any students.

2. Aims & Objectives

It is our policy that all students should wear school uniform when attending the Academy, or when participating in an Academy organised event outside normal hours. We provide a complete list of the items needed for our uniform in our prospectus and on the Academy website.

This policy is based on the notion that a uniform:

- Promotes a sense of pride in our Academy
- Engenders a feeling of community and belonging: it is important that our students are integrated fully into the Academy's community, with full regard to equality and cohesion
- Has a combination of practicality and smartness
- Identifies the students with the Academy and supports our security systems (the Academy needs to be able to identify students to maintain good order and identify intruders easily)
- Is not distracting in class (as fashion clothes might be)
- Promotes the feeling of equality within peer groups in terms of appearance
- Has been designed with health and safety in mind

3. Physical Education

The Academy promotes that physical education (PE) is better participated and enjoyed where students feel comfortable about their clothing. A list of kit is made available for parents/carers through the Academy reception, prospectus and website.

4. Fashion Items

Fashion items such as colourful tights, headbands, are not suitable for wear in the Academy.

5. Cultural, Race and Religious Considerations

While students must adhere to the Academy's Uniform Policy, the Academy will endeavour to be considerate to the needs of different cultures, races and religions. The wearing of traditional dress in the Academy's colours is acceptable, where appropriate. Full face veils are not permitted.

6. Gender and Sex Discrimination Considerations

The Academy will ensure that its uniform policy does not discriminate on the grounds of gender. For example, girls will be allowed to wear trousers. The Academy's uniform rules will not disadvantage one gender compared with the other.

7. Jewellery

On health and safety grounds, we do not allow students to wear jewellery in our Academy. The exceptions to this rule are wrist watches, ear-ring studs in pierced ears. However, we ask students to remove these objects during PE and games (stud-earrings can be covered with a plaster).

No facial piercing is to be worn **at any time**. Students who make the decision to have a facial piercing should be clear that it is not the Academy's responsibility if the piercing closes.

Students will be expected to remove prohibited jewellery and may hand this in for safekeeping with Reception. Students will be issued with a receipt, parents will be notified and jewellery will be stored in a locked safe until collection at the end of the day.

8. Extreme Haircuts

The Academy does not permit students to have hair cuts that could serve as a distraction to other students. This includes extreme hair colourants, hair gels/waxes, shaved styling, long hairpieces for either gender, (boys: e.g. Mohican, mullet styles).

Hairstyles should be suitable to the working environment. If a student has long hair (either gender) the Academy will expect it to be tied back securely (in accordance with health and safety).

The Academy will not allow the following:

- a)** A skinhead or completely bald cut, except for medical reasons. Hair can be cut to a number 2 length on hair trimmers.
- b)** Shaved lines, patterns or symbols into the hair area;
- c)** Eyebrows that have been partially or shaved off will not be allowed, except for medical reasons.

9. Footwear

The Academy wants all students to grow into healthy adults. We believe that it is dangerous for students to wear shoes with platform soles or high heels in the Academy, so we do not allow this. Neither do we allow students to wear trainers or plimsoles to the Academy: these

are appropriate for sport or leisurewear, but are not in keeping with the smart appearance of a school uniform. We require all students to wear the types of shoe described in the uniform list.

10. Make Up & Tattoos

It is not necessary for students to wear make-up, nail polish, acrylic nails or skin transfers/ temporary tattoos, including henna tattoos to the Academy.

It is illegal for students to have permanent tattoos under the age of 18. Students with tattoos will be reported to the appropriate Child Protection Officer.

11. The Role of Students

- Our students are encouraged to take pride in their individual appearance but also to enjoy being a part of the Academy community and contribute to the positive relationships we have with others. They should understand that the Academy uniform bonds them to others in the Academy.
- Our students have the responsibility to keep their uniform clean and tidy at all times and are expected to wear their uniform in an appropriate way. Trousers and skirts should not be significantly altered
- Our students need to understand that fashion accessories and some hair and beauty styles are best suited for their free time, out of Academy hours.

12. The Role of Parents/Carers

We ask all parents/carers who send their children to The Academy Grimsby to support the Uniform Policy. We believe that parents/carers have a duty to send their children to the Academy correctly dressed and ready to learn. Parents/carers should ensure that their child has the correct uniform, and that it is clean and in good repair.

If any parent/carer would like the Academy to modify the Uniform Policy, they should make representation, in the first instance, to the Academy Head. The Academy welcomes learners from all backgrounds and faith communities. If there are serious reasons, e.g. religious objections, why parents/carers want their child to wear clothes that differ from the Academy uniform, the Academy will look sympathetically at such requests. Similarly, should an item of the uniform prove problematic for a student with temporary/permanent medical conditions or disabilities, parents/carers are invited to draw this to the attention of the Academy Head. The Academy will not treat students with disabilities unfavourably.

13. The Role of Staff

The staff at the Academy have a pivotal role in monitoring that students arrive in full uniform and with regard to their appearances. Staff will check students' attire at the start of each Academy day. It is the responsibility of staff to ensure that any non-compliance to uniform/appearance protocol is acted upon during the day.

14. The Role of the Senior Management Team

The Senior Management Team supports the Academy Head in implementing the Academy

Uniform Policy. It considers all representations from parents/carers regarding this policy, and liaises with the Academy Head to ensure that the policy is implemented fairly and with sensitivity.

It is the Senior Management Team's responsibility to ensure that the uniform meets all national regulations concerning equal opportunities, and that our Uniform Policy is consistent with our policy on equal opportunities.

Where possible within the budget, the Senior Management Team may endorse schemes for remission of uniform cost for students in receipt of free school meals. Such schemes while on offer will be widely publicised and clearly explained in admission arrangements.

15. Non-Compliance with the Academy's Uniform and Appearance Policy

Where a student is not adhering to policy, the Academy will discreetly and with consideration try to establish the reasons; it is hoped that in the vast majority of cases any issues can be resolved quickly between the home and Academy partnership.

Where students deliberately breach the policy, they can be disciplined; however exclusion is not an appropriate response. Persistent non-compliance will result in sanctions as outlined in the Behaviour Policy.

16. Monitoring, Evaluation and Review

A senior member of the Academy staff will be identified to lead on the implementation of the policy. This individual will monitor the effectiveness of this policy and procedures and where necessary, make recommendations to the Group Senior Management Team for improvement.

Appendix 1 - The Academy Grimsby Uniform List

BOYS

Business Dress - Plain dark navy suit (jacket and trousers)
Plain light blue shirt with conventional collar to wear tie Academy tie
Plain dark coloured socks
Plain black shoes of a conventional style
*Boots, plimsoles or training shoes (trainers) of any variety are **NOT** acceptable.*

Outer garments should be plain. Denim and leather are **NOT** acceptable and may not be worn to school

PE Kit – Boys

Plain White Polo Shirt with Academy logo
Navy (School) PE Shorts
Navy Sports Socks (Outdoor)
White Ankle Socks (indoor)
Trainers (with heel and arch support)
Plain navy blue jogging bottoms
Football boots and shin pads
Navy blue sweatshirt with Academy logo

Vocational Personal Protective Equipment

Engineering Pathway

Flame retardant overalls
Steel toe cap boots

Health Studies Pathway

Clinical Tunic Top (Hospital/white)
Clinical trousers (Navy)

GIRLS

Business Dress - Plain dark navy blue suit (jacket and pencil skirt or trousers)
Plain light blue blouse
Academy scarf
Short navy blue socks or thick plain navy blue tights
Plain black shoes of a conventional style
*For safety reasons, high heels, stilettos, backless shoes, plimsoles, platforms or boots are **NOT** acceptable.*

Outer garments should be plain. Denim and leather are **NOT** acceptable and may not be worn to school

PE Kit – Girls

Plain White Polo Shirt with Academy logo
Navy (School) PE Shorts
Navy Sports Socks (Outdoor)
White Ankle Socks (Indoor)
Sports Trainers (with heel and arch support)
Plain navy blue jogging bottoms
Navy blue sweatshirt with Academy logo