Spa Academy

UNIFORM, HAIRSTYLES AND JEWELLRY POLICY

VERSION	AUTHOR	SUMMARY OF CHANGES	DATE PUBLISHED	DATE OF REVIEW
1.0	EA	New Policy	Sept 2022	Sept 2023
1.1	JD	Edits to P.E and Staff Dress Code	Sept 2023	Sept 2024
1.1	CB	No changes	Sept 2024	Sept 2025
1.2	LG	Edits to: 4.1: communication home, 5: hair, 6: Jewellery, 7: Footwear, 8: Uniform, 9: P.E and 13: Appendix	Sept 2025	Sept 2026
1.2	CFi	Annual review, no changes	Sept 2026	Sept 2027

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1. INTRODUCTION

A high standard of personal appearance is expected of all the pupils at all times. The Governors and staff are very proud of the pupils and pleased with the support shown by parents, and we know that people speak highly of the Academy. When parents are offered places at Spa Academy Askern for their children, both parents and school sign a Home/Academy Partnership Agreement. One of the rights of parents is that their child is part of an Academy with high standards of dress and behaviour. We encourage pride in the pupils and the Academy, and the dress code is part of the image of the Academy, consequently the Governors and Headteacher insist that it is followed by every pupil.

This policy cannot deal with every possible new fashion and variation of dress and hairstyles. The Headteacher, supported by the Governing Body, reserves the right to take exception to hair styles and dress which deliberately breach the general Academy dress code.
This obviously is a policy for our Academy. Out of the Academy, how your child dresses is your decision.
Thank you to all parents who ensure their child complies with the Governing Body's Policy. The Governing Body and staff want a good learning environment for all our children so that they may take full advantage of the opportunity to progress at our Academy without being distracted and I am sure that all parents want this for their children too.

2. PURPOSE

The purpose of a dress code at Spa Academy Askern is to:

- Create collective and individual pride in children and their identification with the school
- Foster ownership and a feeling of belonging
- Provide safety and security for both individuals and groups.
- Minimise competition between children to wear more expensive or fashionable clothing and the pressure on parents to purchase this type of clothing, whilst encouraging equity among children.
- Contribute to high expectations and standards throughout the school community.
- Enhance the school image within the wider community.

3. IMPLEMENTATION

- All children will wear the Spa Academy Askern uniform.
- All children will follow the Spa Academy Askern Dress Code
- A list of the correct uniform will be distributed to all families and will appear on our Academy website.
- All children will be encouraged to wear caps or sun hats for outside activities during Summer Terms.
- Parents/Carers will be expected to ensure all uniform items are clearly named.
- All staff will be vigilant to dress code issues and follow up non-compliance with child, parent/carer or pass on to senior staff.
- Inappropriate jewellery will be removed and sent to the office for safekeeping until an adult collects it.
- After discussion with the headteacher, consideration will be given to cultural and religious diversity.

4. PROCEDURES

1.1 The following procedures may apply to children/parents/carers who do not consistently comply with the Dress Code

- Children may be excluded from participation in activities outside the classroom. i.e. excursions, Academy events, etc.
- Replacement clothing or footwear may be provided by the Academy staff for use during the day.
- A phone call, text, or letter will be given to remind parents/carers of the Academy policy.
- Parents/carers may be invited into the Academy to discuss issues.
- Children not in full PE kit on the day of an inter-academy event may not be able to participate.

5. HAIR

As well as wearing correct uniform, all pupils are expected to comply with the following:

- Pupils should not wear extreme hair fashions which are designed to attract attention or be divisive.
- Shoulder length or longer hair should be kept tied back at all times.
- Hair color must be natural shades only (no bright, neon colors or died hair that is not of a natural colour).
- Students participating in sports, or activities where safety is a concern must tie back long hair as directed by staff.
- Hair accessories should be simple and in school colours, avoiding large or distracting items.
- Religious or cultural hairstyles will be respected and accommodated.

6. JEWELLERY – BODY ORNAMENTATION

- Jewellery is not allowed at any time (with the exception of a sensible watch, not a smart watch, and one pair of small earring studs) for health and safety reasons. The large diamond type studs worn by some boys are not allowed.
- Small stud earrings and watches should not be worn on PE days with the exception of religious/cultural items or newly pierced ears which must be covered by tape (provided by home).
- Hair ornaments should be appropriate to the school setting.
- Any logo or emblem as part of the earring is unacceptable.
- Tattoos (real or fake) and body piercings are not allowed.
- Make up including false eyelashes, coloured nail varnish and artificial nails are not allowed.

7. FOOTWEAR

- Children must wear appropriate footwear for the various activities they undertake at school.
- Strapless sandals, footwear without backs and high heels will not be allowed at any time. Shoes must be practical for playtime wear, allowing children to run and play.
- Knee length boots are unsuitable for indoor wear; a change of footwear should be provided if boots are worn in the winter.
- Footwear must be all black.
- Trainers are permitted but must be fully black (including any logos).

8. UNIFORM

The items below are required; they may be branded with the Spa Academy Askern logo or plain in the required colour.

- Top: Navy blue sweatshirt, jumper or cardigan

- Trousers or skirt (knee length): Dark grey or black
- Shirt: White shirt or polo shirt
- Shoes: Flat, black footwear, preferably leather shoes. No heels or platforms. Black trainers are permitted with no white or colour markings.
- Socks: ankle or knee length – white, grey or black ONLY
- Tights: Black or Grey ONLY (optional)
- Ties (optional) for year 6 pupils, preferably worn with a white shirt.

9. P.E

White, navy or black top and shorts (with minimal logos), trainers or pumps.
In colder weather (winter months) children are allowed to wear a black or navy-blue tracksuit top and/or black or navy-blue tracksuit or jogging bottoms, for outdoor P.E.
Swimming: full costume or trunks. No bikinis or swimming shorts. Earrings and watches must be removed for PE days with the exception of newly pierced ears, which must be covered by tape (provided by home).

All clothing, earrings and watches are the responsibility of the child; staff cannot be expected to ensure their safety.

10. ACCOUNTABILITY

The Academy reserves the right to enforce the following at their discretion; each case will be reviewed on its own merit. Excessive absence due to breaches of this policy will not be authorised.
Pupils failing to adhere to this policy may incur the following sanctions:

- A phone call home with request to address the breach of policy within a time limit of up to three days' dependent on the circumstances i.e. incorrect uniform; removal of makeup; amended haircuts. Depending on the severity of the breach, pupils may need to be collected from school immediately.
- The opportunity to represent the Academy and permission to attend events both in and out of the Academy, such as discos, trips and visiting theatre companies, may be revoked.
- The opportunity to make use of our extended services including After School Clubs, and Breakfast Club may be revoked.

11. STAFF DRESS

The high standards of personal appearance extend also to staff; it is expected that they also will contribute to the image of the school both within the school and in the wider community. The Governors and Headteacher recognise that Spa Academy Askern staff already imposes these high standards of presentation upon themselves and can be proud of the image they portray.

12. STAFF DRESS CODE

- Staff should dress in a professional manner.
- Jeans, cargo pants, etc. are not acceptable except on non-uniform days or some Academy trips.
- Footwear should be taken into consideration for health and safety. Flip Flops and other beach style shoes, such as foam clogs (e.g. 'Crocs') are not appropriate.
- Trainers should only be worn for PE unless appropriate for non-uniform days and Academy trips.
- Clothes should take into consideration the professional environment of the Academy and provide appropriate coverage e.g. strappy tops would not be suitable.
- Piercings should be kept to a professional minimum.
- Cultural diversity will be accommodated

13. APPENDIX – UNIFORM PRICING

The uniform can be purchased from SWI school wear. See their website for prices. Also, most supermarket chains sell plain jumpers, cardigans, t-shirts, trousers and skirts.

St Peter's Church in Askern provides a uniform bank, providing pre loved uniform for all local schools.