

STEEL CITY SCHOOLS PARTNERSHIP



SCSP DRESS AND APPEARANCE CODE

This code is reviewed every two years in the autumn term
This edition: September 2019

Our Trust will strive to,

- promote a healthy lifestyle, positive self-esteem and emotional well-being.
- ensure equality of opportunity for all, whatever their race, gender, religion, disability or background.

Trustees believe that one way of promoting these very important values is to set guidelines for pupils, parents and staff in the way they dress and the way they appear in school. By setting this policy, Trustees are not making any judgments about the dress or appearance of the children in or out of school but feel setting guidelines helps to create a positive atmosphere in each Academy and across SCSP which, in turn, leads to the creation of an environment which promotes learning and tolerance of others.

Aims and Objectives

- To help to promote the core values of the Trust and Academy
- To create a shared ethos where dress and appearance do not become issues of distraction, disagreement and conflict among the pupils.
- To inform parents, children and staff of guidelines for dress and appearance.
- To help leaders and staff monitor dress and appearance and pupils to follow the guidelines
- To encourage staff to be good role models regarding dress and appearance.

The guidelines for dress and appearance cover five main areas,

- a) School Uniform
- b) PE Kit
- c) Jewellery
- d) School Footwear
- e) Hairstyles

School Uniform

Trustees believe that the wearing of uniform by the pupils is essential in promoting the core values of the Academy. All children attending the Academy from Reception class upwards are expected to wear the academy specific uniform. Children in Nursery are encouraged to wear uniform.

Nursery Uniform

Trustees also believe that the benefits of wearing a school uniform should be extended to the children in our Nurseries in a simple and inexpensive way. Therefore the children in the nursery should be encouraged to wear similar style clothes to the rest of school.

PE Kit

It is essential that children are equipped to take part in all physical education activities. PE is part of the national curriculum and is therefore not an optional activity. Children are expected to have their PE kit in school at all times. Kits should be taken home to be washed regularly and at least every half term and where kits become particularly soiled or wet (for example in junior winter outdoor games) they should be taken home for washing and returned before the next PE session.

Details of the required kit are as follows (Reception through to Year 6).

INDOOR KIT (Dance and Gymnastics) Plain white top (t-shirt), plain dark shorts (black), white socks and pumps.

OUTDOOR KIT Plain white top (t-shirt), black shorts/ bottoms, sports socks and trainers (for winter wear – sweatshirt and tracksuit bottoms).

ATHLETICS (Summer months) Indoor PE kit plus trainers.

If pupils forget to bring in their kit or bring in unsuitable items of kit then a letter will be sent home to parents asking them to ensure that their child brings in the correct kit in future. A standard letter is available for all staff to use on such occasions. For continual non-compliance staff can refer to a senior leader who will follow this up.

Lost Property

It is the responsibility of parents/guardians that all clothing (uniform, PE kit, coats, scarves, gloves, etc) should be marked with their child's name so that it can be returned to the owner when it is lost. All lost unmarked clothing will be placed in the lost property bins for pupils and parents to look through. Each academy reserves the right to dispose of unclaimed lost property if it has been left for a considerable time.

Jewellery and PE (See below)

The wearing of jewellery in PE is prohibited for safety reasons. All children are required to remove watches and earrings before taking part. Recently acquired stud earrings must be taped up with either micro-pore tape or plasters to avoid possible accidents.

Jewellery (General)

The wearing of jewellery in school is not permitted. Necklaces, wrist bangles and rings can be a hazard to children when playing in the playground. Jewellery can also be a distraction in class. Watches are acceptable as learning to tell the time is an important aspect of the Numeracy strategy but watches must be removed during PE. Children are responsible for the safekeeping of their watches when they have been removed.

Ear studs are acceptable but only plain and small in type. Earrings that dangle are not allowed as they can cause nasty tears to ears in the playground. Ear studs must be removed for PE. Children are responsible for the safekeeping of their ear studs when they have been removed. If ear studs have only recently been applied and cannot be removed for the standard six-week period, then the studs will need to be taped up with micro-pore tape for all PE sessions. Children are expected to do this.

School Footwear

Plain socks should be worn for school. Shoes should be of the 'school' type sold in most shoe retailers and should be black. Fashion shoes (platforms, boots, multi-coloured shoes, etc) are not permitted. Trainers or trainer type shoes are also not permitted for everyday use. Plain, closed in sandals may be worn in the summer but we ask parents to ensure that they can be tightly secured. We have had a number of accidents involving flat soled, loose fitting and open toed sandals. The Headteacher / Principal has the discretion to decide the suitability of the footwear.

Hairstyles

Trustees take the view that, in the main, hairstyles of children are a matter for personal taste. However, certain styles of a more extreme nature can become a distraction to the pupil involved and the other children. For pupil and parental guidance, the following list of styles are not acceptable in school.

- Closely cropped shaven head. A cut shorter than a number 3 is considered to fit into this category.
- Dyed hair (other than very subtle highlights).
- Gelled hair – where hair is spiked or styled into unusual shapes.
- Patterned styles, where words, pictures or logos are shaved in.

It is a Health and Safety requirement that all long hair is tied up during physical education.

Equal Opportunities

No adult or child will be discriminated against in the area of dress and appearance on the grounds of gender, race, religion, disability or background. This code has been formulated in line with the school's overall 'Equality Policy'.

Dress Code for Staff

Across SCSP we believe that all members of staff represent the Trust and each Academy and through their appearance will have an impact on the image they project to pupils, parents and visitors. Staff need to set a standard appropriate within a learning environment for effective teaching and learning. All staff are expected to be smartly and appropriately dressed and well presented at all times. However, we also recognise that the staff represent a wide range of backgrounds, cultures, ages and tastes and naturally we want staff to exercise choice in the clothing they wear for work. This code sets out our expectations for day-to-day wear and for P.E.

For P.E. health and safety issues are paramount and override any other consideration. All staff must be able to move freely without being hampered by unsuitable clothing or footwear. Staff also should be role models for the children in what is appropriate to wear. All staff must change into suitable clothing and footwear for P.E.

The SCSP Staff Dress Code has taken account of Article 9 of the Human Rights Act:

Freedom of thought, conscience and religion

a. Everyone has the right to freedom of thought, conscience and religion; this right includes freedom to change his religion or belief and freedom, either alone or in community with others and in public or private, to manifest his religion or belief, in worship, teaching, practice and observance.

b. Freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

The Governing Body's Dress Code Policy also takes account of the Race Relations Act 1976 and Race Relations (Amendment) Act 2000:

It shall be the duty of the Trustees to:

(a) assess the impact of its policies, including its race equality policy, on pupils, staff and parents of different racial groups including, in particular, the impact on attainment levels of such pupils; and

(b) monitor, by reference to their impact on such pupils, staff and parents, the operation of such policies including, in particular, their impact on the attainment levels of such pupils

Problems with complying with the code

At times parents may find it difficult to comply fully with these guidelines. School shoes may be ripped or lost, school jumpers may be accidentally torn or mislaid; children may have cut their own hair or asked a brother and sister to do it. These things do happen and the school is aware of this. Parents should be encouraged to inform the school of any difficulties they may have complying with this code. This may be done through a signed note or a phone call. This will avoid any misunderstandings.