

Wood Green Academy Uniform Policy



Introduction

In order to promote an atmosphere which encourages effort, enjoyment and a celebration of the achievements of all our students our Academy sets high standards which is also reflected in the pride we take in our school uniform and feeling of belonging it creates.

Purpose of the policy

- To support positive behaviour and discipline.
- To encourage identity with, and support for, the ethos of the Academy.
- To ensure pupils of all races and backgrounds feel welcome.
- To protect children from social pressures to dress in a particular way.
- To nurture cohesion and promote good relations between different groups of pupils.
- To support effective teaching and learning.
- To ensure the uniform represents good value for money and is not considered financially onerous by parents.
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All staff must realise the need for a smart, business-like uniform to promote the image of the school, to ensure equality and to raise self-esteem.

We expect **all staff** to:

- challenge inappropriate uniform at all times and deal with offenders appropriately;
- not allow any concessions to uniform standards;
- recognise that the enforcement of uniform standards is their responsibility

We expect **Form tutors** to:

- check jewellery, uniform, make-up and equipment each morning in Line-up; students are to leave Registration dressed appropriately;
- telephone parents/carers of persistent offenders and seek their co-operation; - deal with offenders appropriately and refer to Year Leaders.

All **11-16 year old students** should:

- Wear the relevant Year related school jumper with badge
- Wear a white polo shirt preferably with the school badge
- Wear black trousers which are not skin tight. Leggings, jeans-type leggings and jogging type trousers are **not** permitted.
- Wear flat, black leather shoes which are waterproof. No trainer styles. No heels. No canvas/suede shoes or pumps. Must be a full shoe

- Wear a plain, black hijab (if one is worn); no tassels, pins, sequins or embroidery (hair clips should be used to secure the hijab).
- Not wear any jewellery, except a watch, plain stud earrings (if wearing any) - Not wear any make-up of any kind
- Wear a waterproof outdoor coat. (No inappropriate logos, no hoodies. No leather, denim or studded jackets. No short jackets. No sleeveless jackets or tracksuit tops. No fur coats)
- No extreme hairstyles. No 'V' cuts. No tramlines/patterns cut into hair or eyebrows. Hair should be of one natural colour with no highlights. No obvious hair extensions. Hair clips/Bobbles must be black/dark green.
- Not wear any nail polish or acrylic nails. No false eyelashes.
- Yr 11 students may wear very discreet make-up. Other year groups must not wear make-up.

Non-compliance

Wherever possible the school will avoid sending students home to remedy their appearance, however, there may be occasions when students who fail to comply will stay with a member of staff until a solution is found **or be sent home briefly (if before school)**. The Academy has spare items of clothing which can be borrowed. The Academy Headteacher is the final arbiter in all matters of uniform and dress.

Sixth form dress code

Ideally students should wear smart casual clothes that would be appropriate in an office environment. Students are permitted to wear Hijabs. Students must wear a school ID badge.

Guidance on wearing religious symbols

If students wish to wear religious symbols in school, permission must be sought from the headteacher. All religious symbols **must** be worn under clothing and should be removed for PE lessons due to Health and Safety reasons. All necklaces **must** be removed for PE lessons. Other items with specific requirements are below.

Specific arrangements are included for students participating in Physical Education activities, based on what is considered as the best practice in education from the Department for Education (DfE) endorsed publication Safe Practice in Physical Education and School Sport published by the Association for Physical Education (AfPE). The arrangements are based on the assessment of those risks, current best practice and legal advice.

Guidance on the wearing of the kirpan

A number of Sikh students have gone through the Amrit ceremony (i.e. initiated into the Khalsahood) and are required to wear the '5 Kakars, 5K's' – (Kesh, Kangha, Kara, Kachara and the Kirpan).

The school community should be aware that the wearing of the '5 K's' at all times is of utmost importance and sensitivity for initiated Sikhs, and is the subject of vows made during the Amrit ceremony. It is essential for an initiated Sikh to keep his/her vows and this commitment, which is not entered into lightly or easily, should be respected by the school community. The Governing Body of the school has accepted the need to balance its responsibilities to ensure the health, safety and

welfare of all persons within the school community during either onsite or offsite school activities with the religious requirements of practicing Sikhs. To this end, the Headteacher and the Governing Body will consider each request to wear the Kirpan on an individual basis. Generally, through the implementation of the following arrangements, the Governing Body have satisfied themselves that the health and safety risks associated with the wearing of the Kirpan can be sensibly controlled within school.

The school will allow the Kirpan to be worn, subject to the following arrangements:

- That the student's parent/carer must notify the Headteacher in writing prior to the student's intention to wear the Kirpan at school. This will allow school staff to engage and consult with the parent/carer and student to ensure the following arrangements are fully understood and applied.
- The wearing of the Kirpan will be restricted to students who have gone through the Amrit ceremony and can produce a certificate or some other form of documentation from their Gurdwara Sahib.
- The Kirpan may only be worn if the other Four K's are also followed (Kesh, Kangha, Kara and Kachara).
- That the Kirpan blade should be no more than 3 inches long and the Kirpan will be sheathed and restrained with a cord, to the satisfaction of the school, in such a way as to ensure that it will be incapable of withdrawal.
- That the sheathed Kirpan will be further enclosed in secured padding and securely sewn up
- The Kirpan will be worn under clothing and will not be visible to others during Physical Education Activities
- That the Kirpan is **not worn** during Physical Education activities where there is a likelihood, by the nature of the specific activity, that physical contact with other people or equipment may occur. This would include activities such as gymnastics, trampolining and some athletics.
- If the Kirpan is removed for any of the activities above, the Kirpan must be given to the school office for Safe-keeping and collected by the student immediately after the activity. Where removal is expressly forbidden then the activity and/or involvement of the student must be suitably modified to mitigate undue risk. The student concerned should not actively participate in the activity, although alternative involvement or participation in the lesson activity will be considered.

Where the Kirpan is worn during other non-physical contact Physical Education activities, that the sheathed and securely padded Kirpan must be worn under the clothing and will not be visible, or carried in a small pocket in clothing being worn, so that it is safe for the wearer, never visible, and so that other students have no access to it. Where it is brought to the attention of the Headteacher that any of these arrangements are not being met by a particular students, the Headteacher should, in the first instance, take whatever appropriate action is necessary to ensure the safety of the student or others who may be at risk. Subsequently arrange to consult with the parent/carer of the student to agree a solution. Failure to adhere to these arrangements may lead to actions being taken against a student which are outlined in the school's Behaviour Policy. The parent/carer of the student will be required to sign a declaration in indicating that they are aware of and understand these specific arrangements.

Guidance on wearing a “red string” bracelet or Sikh Kara bracelet

The school understands that in the Hindu religion, a red string (sometimes white or yellow) is worn on the left wrist by married women and on the right wrist by men and unmarried women. The string bracelet is believed to be sacred and used in many Hindu religious traditions and celebrations.

It is regarded both as a symbol of protection and good luck as well as a way for people to feel connected. It signifies unity in the Hindu faith and the community. It is also called the Kavala in Hinduism and the colour red serves as a symbol of purity, and the **colour of generosity** and divine. It is also given in the temples during ceremonies and Punjab's.

Where red string is worn for religious reasons the student is requested to ensure that when participating in Physical education activities they cover the string with a black sweat band. This is for health and safety reasons and will also hopefully protect the bracelet from breaking.

Guidance on wearing of the Christian Cross

The cross is one of the central and sacred symbols of the Orthodox Christian faith. For many believers, wearing a cross is not merely a decorative act, but a daily and meaningful expression of their personal faith and spiritual identity. It serves as a sign of one's relationship with God and as a reminder of Christian values such as love, compassion and humility.