



Uniform Policy

Version	Date of Issue	Authorised by	Review Date
1.1	June 2009	Academy Governing Body	June 2010
1.2	June 2010	Academy Governing Body	June 2011

Introduction

Francis Combe Academy recognises the value of having a school uniform for the following reasons:

Safety – If all the students in the Academy wear a clearly recognisable uniform it is easy to identify strangers. On the way to and from school it also affords a degree of safety as the students are part of a large body of young people and will look out for each other.

Preparation for the future – Many jobs requires staff to wear a uniform and even if there isn't a uniform there is often a dress code. School uniform helps young people get used to dressing to a prescribed standard. It also helps them know the difference between formal and informal dress.

Value for money – Good quality school uniform is a relatively cheap way of dressing young people for school.

It makes the mornings easier – They only have to think about their uniform and not alternatives.

Ready for learning – Putting on school uniform is a signal you are going to learn.

A sense of pride – We all feel proud of our young people when they are well dressed in school uniform. Uniform and team kits also help students to demonstrate pride in their school.

Francis Combe Academy Uniform Code 2010/2011

Male students: Academy Black blazer (with logo on left hand lapel pocket)
Smart black school trousers
White shirt
Academy tie
Branded Academy jumper or sleeveless jumper
Black shoes (see additional notes below)
Academy Bag

Female students: Black blazer with Academy logo on left hand lapel pocket
Black box pleat skirt [no splits, within 10cm of knee]
Or smart black school trousers [not shorts/cut offs, or 'skinny' trousers]
White blouse with open collar (not shirt)
Branded Academy jumper, sleeveless jumper or cardigan
Black shoes (see additional notes below)
White, black or navy socks/plain dark or natural colour tights (no patterns)
Academy Bag

PE kit: Academy PE Bag
Academy polo top
Academy shorts
Academy socks
Academy tracksuit top (optional)
Academy tracksuit bottoms (optional)
Academy rugby/hockey top (optional)

All branded items of uniform need to be purchased directly from the Uniform Suppliers via the academy. Items such as trouser, skirt and shirt/blouse do not have to be purchased from the Uniform Suppliers if parents wish to purchase them from other stockists.

Additional clarification of Academy uniform rules:

Footwear:

All students must have a suitable pair of plain black school shoes to wear to the Academy. The following points need to be noted:

- Shoes must have a 'back' to them as it poses real safety issues with the amount of stairs and walking whilst at the Academy if students are wearing a 'flip flop' style shoe.
- Students are not allowed to wear boots at the Academy.
- Black trainers or plimsoles are not permitted as an alternative to Academy shoes.
- Shoes must not have a heel/platform that raises the shoe more than 5cm from the ground.
- Laces must be black

Fashion trends/accessories such as ankle/leg warmers, T-shirts worn under shirts/blouses etc must be white and should not be visible. Additional rules apply for certain subject areas: eg hair must be tied back in Science and Design lessons. Girls must wear trousers, shorts under skirt or tracksuit bottoms for drama/dance lessons.

If the above is not adhered to then one or all of the following could happen:

- *The student will be issued with a 'out of uniform' slip by the form tutor if the error is for one day only*
- *The student will be isolated until the situation is solved (this will include break and lunchtimes)*
- *Alternative footwear will be provided by the Academy*
- *Parents/carers will be contacted to bring in suitable footwear for the Academy*

Hair:

- Sculpture lines are not permitted.
- Hair should not be cut shorter than 'grade 2'
- No extreme hair styles
- Any colouring of hair should be kept within subtle natural colours (ie no pinks, blues, greens etc)

If the above is not adhered to then one or all of the following could happen:

- *The student will be isolated until the situation is solved (this will include break and lunchtimes)*
- *Parents/Carers will be contacted and asked to address the situation (eg. re-cut of hair, re-colour of hair etc)*

Jewellery:

Students are allowed to wear minimal jewellery, although in some lessons, such as PE all jewellery should be removed:

- One small stud or small sleeper ring (less than 1cm in diameter) can be worn in the ear lobe.
- Nose, lip, eyebrow, tongue or any other visible piercing (including clear bars) are not permitted.
- One small ring and a wrist watch can be worn
- Any extreme makeup or visible tattoos or other excessive decoration to the skin are not permitted.
- In certain lessons (such as PE) all jewellery must be removed and should be handed in for safe keeping. Removal of jewellery in these circumstances is a Health and Safety issue.

If the above is not adhered to then one or all of the following could happen:

- *Excess jewellery or jewellery not permitted will be confiscated (this is held in the Academy safe until the end of each term and handed back to students on the last day).*
- *Any student refusing to remove jewellery not permitted will be isolated until the situation is solved (this will include break and lunchtimes. Repeated non-compliance could lead to exclusion).*
- *Wearing a plaster over any non-permitted piercing is NOT acceptable, however a clear bar/stud will be an acceptable alternative. .*
- *Makeup remover will be supplied so that unacceptable makeup can be removed*
- *Parents/Carers will be contacted and asked to address the situation (eg. removal of nose stud etc)*

Mobile phones/MP3 players etc:

We advise all parents in the strongest possible terms that this kind of expensive property should not be brought into the Academy, however we recognise that these items are very much part of teenagers' lives nowadays. The Principal is happy for students to have access to these at break and lunchtimes, however a growing number of issues in lessons are now occurring which now needs to be explicitly stated:

- All mobile devices must be switched off during lessons
- Any mobile devices seen/heard during a lesson or used without authorisation will be confiscated
- In general, a mobile device will be returned at the end of the day of confiscation (unless the offence is continually repeated by a student and then the parents will be required to attend the Academy to collect the item).
- Refusing to hand over a mobile device etc will lead to more serious sanctions being applied

THE ACADEMY ACCEPTS NO RESPONSIBILITY FOR THE LOSS OR DAMAGE OF ANY EQUIPMENT BROUGHT INTO THE ACADEMY BY STUDENTS.

General points about the Academy uniform:

Academy uniform must be worn at all times unless:

- Permission is given by the Academy for uniform not to be worn (ie on an 'own clothes day' where students are allowed to wear their own clothes but must make a £1 donation to the charity being supported)
- Attendance on an Academy trip/visit/activity where permission has been given by the Academy not to wear Academy uniform
- Outside coats, sweatshirts, fleeces, PE tracksuit tops etc must be removed inside the building.
- Cardigans, jumpers, fleeces are not allowed to be worn unless they are compliant with the uniform code
- All students must have a suitable Academy branded bag (eg rucksack, eco bag or satchel). A 'handbag' or other such fashion items are not acceptable.

If there are exceptional circumstances where Academy uniform is not correct, Parents/Carers are expected to write a letter of explanation to the Academy. This does not constitute permission from the Parent/Carer for the breach in rules as it is only the Academy that can authorise any deviation in uniform. If the breach is authorised then an 'Out of Uniform' slip will be supplied by the Academy.

Uniform should be smartly worn to and from the Academy. This is a very important standard to maintain and improve upon, as all students act as 'ambassadors' to Francis Combe Academy to and from home.

Consultation

Modifications or changes to the Academy uniform will be subject to a period of consultation not less than one term before the changes are introduced.

The following groups shall be consulted:

- Student Council
- Academy Governing Body
- Staff
- Parents

Contact with the Academy

Requests for long term changes to uniform must be put in writing and sent to the Principal.

Any complaints about school uniform must be made in the first instance to the Principal. If the complaint is not satisfactorily resolved the complaint should be brought to the attention of the governing body through the Clerk to the Governing Body. The governing body's decision will be final.

Monitoring, Evaluation and Review

The Governing Body will review this policy every year and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the Academy.