

Uniform Policy

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1. Aims of policy

At Sirius Academy North, we believe the Academy uniform achieves four important goals:

- **It encourages a sense of community identity and pride.** By wearing the same badge and the same clothing, students are encouraged to consider the needs of the community as well as their own individual needs.
- **It encourages our students to develop habits for life.** By learning to fold trousers or hang up their blazers, students learn the habits of discipline and personal responsibility that will stay with them for life.
- **It prevents unkindness or bullying.**
- **Promotes equality** by requiring all our students to wear the same low-cost uniform, we reduce the incentive for students to ask parents for the latest (and most expensive) items of fashion. As a result, costs are kept as low as possible.

However, for our uniform policy to be successful, it must be implemented universally and without exception. We consistently hold our students to the same 'No Limits' standard.

We understand that for some families, finances may be tight. We believe that by doing all we can to keep items of fashion out of the Academy, we help families to keep costs down. Nevertheless, if you do have an individual problem, or you are unsure about an item of clothing, please do not hesitate to contact your child's Year Team who will deal with your enquiry in the strictest confidence.

2. Academy uniform

The following personal appearance and uniform requirements have been approved by the Local Advisory Board for students at the Academy. The requirements should be adhered to by all students, at all times, including when students attend Academy activities at other locations, and when students are en-route to and from the Academy.

The policy aims to eliminate any grey areas, which can cause confusion and/or erosion of standards.

At Sirius Academy North, we only allow trousers, blazers, ties and PE kit that are purchased through our supplier, Steady Schoolwear or approved and stamped by the Academy. This is a way in which we ensure that each of our students looks as smart and as professional as each other.

Our supplier also offers: Skirts, Jumpers, Sports Socks and Leggings, but it is not compulsory for parents to purchase these items.

Please note that some items are compulsory, whereas others are optional.

Branded items – from the new government guidance, Secondary schools must require no more than 4 branded items, provided one of those items is a school tie. Please see below the 4 branded items needed

- Tie
- Blazer
- PE T-shirt
- PE Shorts

Compulsory items

- **Blazer** - Sirius Academy North blazer. Blazers must be worn at all times, with sleeves rolled down.
- **Tie** - Sirius Academy North year group tie. Ties for their correct year group must be worn appropriately (up to the top button and at a length to touch the waistband). Ties must not be defaced in any way or a new one will need to be purchased.
- **PE Kit** - Full Sirius Academy North PE kit.
- **Trousers** - Sirius Academy North black trousers. Plain full length, black, regular fit trousers that are purchased from Steady Schoolwear or purchased from another suitable shop and brought to the Academy to be stamped. Trousers must not be tucked into socks and must not be skinny, tight, short or stretched at the ankle. Trousers must not be leggings, jeggings, stretchy trousers, tracksuit, combat style, denim style or have fashion zips.
- **Shirt** - Plain white shirt with full collar, with the top button fastened and tucked in. No polo shirts or blouses. The shirt can be long or short sleeved.
- **Socks** - Plain black or dark ankle socks must be worn.
- **Shoes** - Plain black, polishable, non-branded flat shoes (including no Kickers, no trainers, no boots and no logos).
- **School bag** - Any suitable sized school bag must be brought daily to school to carry all school equipment (including PE kit)

Optional items for purchase

- **Jumper** - Black jumper with Sirius Academy North logo may be purchased. No other form of jumper is permitted. (A)
- **Sirius Black Sports Socks** – Purchased from steady school wear
- **Black technical PE Leggings** - Purchased from steady school wear
- **Sirius Academy North School Bag** – Purchased from steady school wear
- **Skirt** - Plain black knee length skirt that is purchased from Steady Schoolwear. Skirts must be non-stretchy material, not tight or bandage.
- **Unisex Sports Black Hoodie** – Purchased from steady school wear. No other hoodies, outdoor coats, jackets, fleeces, or garments will be allowed

Any student not in possession of one of the items of compulsory uniform will be sent home following contact, borrow Academy stock or be placed in isolation until a parent or guardian can bring the correct item to the Academy.

3. PE Kit

Students must wear the following PE kit:

- Black polo shirt with Academy logo or Academy supplied T-shirt
- Black academy hoodie
- Black Academy shorts or
- Black Academy plain tracksuit bottoms
- Trainers
- Socks
- Hair bobble for students with long hair
- Shin pads and football boots for rugby or football (optional)

Students should have their full Academy kit for every PE lesson.

If excused from PE on medical grounds, a student should provide a note from parents/carers. Students excused from PE should still bring their PE kit, as they can be involved in alternative roles such as officiating or leading, if appropriate. If a student is excused for more than one week, a note from a relevant professional e.g. hospital or doctor is required.

4. Hair Styles

- No unnatural colours or extensions.
- No colourful hair accessories other than simple hair clip or black headband.

Any other hairstyles that the Academy considers to be inappropriate.

5. Shoes

Academy shoes should be plain black leather, polishable, non-branded, flat and logo-free. The style should be traditional, avoiding the appearance of a trainer. Some specific styles that are not permitted:

- Styles that appear to be more like sports trainers than professional black shoes. (Boots or ankle boots).
- Stiletto heels
- Shoes without backs/sandals
- Suede shoes.
- Styles with logos or branding.
- Elaborate buckles, decorations, or patterns.
- Branded shoes such as Kickers or Dr Martins.

However, this list is not exhaustive and the Academy's decision on what is/is not acceptable is final. If parents/carers are unsure as to whether a particular style will

be accepted, they must send a picture of the shoe to the Academy before purchasing.

Students wearing unacceptable shoes to the Academy will be sent home following contact, borrow Academy stock or be placed in isolation until a parent or carer can bring an acceptable pair of shoes to the Academy.

Please see examples of what is and is not acceptable in our Uniform and Appearance Policy Image document.

6. Belts

If a student wears a belt, they must be in line with our policy.

Belts must:

- Be black.
- Be leather (or leather effect).
- Have a small, professional buckle.
- Have no branding.
- Have no studs, holes, or decorative features.

7. Make up

Students must not wear any unnatural coloured make up such as coloured eyeshadow or lipstick.

False eyelashes or excessive unnatural eyebrow makeup must not be worn.

If found to be wearing unnatural make-up of any description or false/acrylic/gel nails. Natural nails can be no longer than 0.5cm (health and safety), students will be asked to remove it/them immediately. Failure to do so will result in isolation until resolved.

8. Jewellery

Sirius Academy North operates a strict jewellery policy. Specific items that are not allowed:

- No Facial piercings including nose. Covering jewellery with a plaster or using a retainer will not be accepted.
- No Necklaces or chains.
- One ring per hand – any more will be confiscated
- Only one pair of stud earrings are permitted, no hoops.

- No badges or pins to be worn on blazers other than expert learner badges.

In specific lessons, jewellery must be removed e.g. Technology and PE. This idea is to support standards, reduce grey areas and manage health and safety considerations.

Where repeated offences occur, students will be required to hand in on entry.

Any jewellery, which is not allowed but worn by the student while in the Academy will be confiscated and returned at the end of the day in line with our Behaviour Policy. Students are required to remove any facial piercings before attending the Academy.

The Academy reserves the right to follow the above policy for other jewellery that the Academy considers to be inappropriate.

9. Other accessories

- Outdoor coats and clothing need to be removed before entering and whilst inside the Academy building.
- Baseball caps, hats need to be removed before entering and whilst inside the Academy building.
- Non-Academy jumpers and hoodies are not to be worn inside Academy premises.
- Mobile phones are not permitted in the Academy grounds coherent with our policy of 'not seen or heard'. Mobile phones are not permitted anywhere on the Academy site.

10. Confiscations

If a student is wearing any unacceptable items, they will be expected to remove it immediately. The item(s) will be confiscated and held in the Academy safe and will be returned at the end of the day.

11. 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.

Various religions require their adherents to conform to a particular dress code, or to otherwise outwardly manifest their belief. Some religions require adherents to wear or carry specific religious artefacts, others may hold a belief that they should not cut

their hair and a number of religions require their followers to dress modestly, for example, by wearing loose fitting clothing, or covering their head.

The Local Advisory Board recognise that it may be possible for many religious requirements to be met within the Uniform Policy and that Sirius Academy North will act reasonably in accommodating religious requirements. However, in fulfilling its obligations, the Academy may at times have to balance the rights of individual students against the best interests of the Academy community as a whole and to ensure health and safety standards are met. Religious head coverings must either be black or white.

12. Gender and sex discrimination

Sirius Academy North 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.

13. Breaches of Uniform Policy

Student's uniform will be checked on their year group door by the Year Team and SLT link.

Students wearing incorrect uniform will be sent home to change after parental contact. If the issue cannot be resolved with loan stock or parents cannot be contacted, the student will be placed in isolation.

Year Assistants will telephone home to ascertain whether uniform can be brought into school. If there is no reply, the student will be given loan items of uniform where possible. If a loan of uniform is not possible or refused, the student will be isolated from other students.

Where there is a genuine case of hardship, financial assistance may be considered. Parents/carers should apply to the relevant Head of Year in this case.

Where a student repeatedly refuses to comply with the Academy's Uniform Policy, the response will depend on the circumstances of the case. Each case will be reviewed by the Senior Leadership Team.