



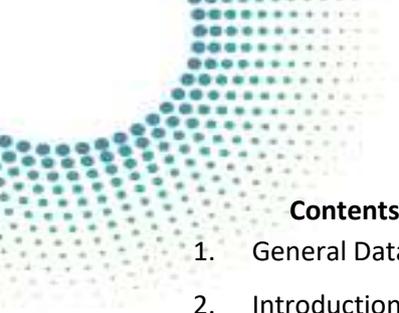
the
evolvetrust
Ambitious Futures

Uniform Policy

Adopted by the Board of Trustees

Date: April 2020

Trustee Reviewers: PDBW Board



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1. General Data Protection Regulations



This policy has been reviewed in accordance with the General Data Protection Regulation (GDPR) which will replace the Data Protection Act 1998 from 25th May 2018. The introduction of GDPR has resulted in changes to many existing data protection rules and regulations that educational establishments adhere to. The Evolve Trust has undertaken a full data protection audit and have ensured that appropriate changes that have been made to data protection rules and regulations have been adhered to in full. The Evolve Trust has carried out all additional compliance requirements and fully accepts their duty of care to ensure individuals' data is kept safe and secure, resulting in increased compliance in our systems, processes and policies.



2. Introduction

The Beech Academy believes that all members of its community are of equal value and invaluable worth. All have the right to respect and tolerance from others and equally are expected to treat others with the same respect and tolerance. The values and ethos of the school are central to our Student Uniform Policy.

3. Aims of the Policy

The Beech Academy is committed to the principle that students should wear uniform. There are important reasons for this:

- Uniform creates a sense of equality amongst all students. Students' starting point becomes who they are and not what they are wearing.
- Uniform creates a common identity, a sense of belonging and thus pride in the School.
- Uniform sets the tone and attitude for learning.
- Wearing uniform prepares students for the dress requirements of the world of work, a valuable lesson for the workplace and for life in general.
- Uniform makes The Beech Academy students easily identifiable in the local community and on School trips.

4. Principles of The Beech Academy Uniform

- The uniform must be distinguishable from that of other schools or academies.
- The uniform should be comfortable for students to wear.
- The uniform should be affordable and of a comparable cost to that of other local schools.
- The uniform should be easily available for purchase.
- The uniform takes account of the specific sensory needs of students with autism as set out in the DfE National Autism Standards Guidance for Schools and Educational Settings.
- The uniform also takes account of the needs of students with autism and learning difficulties who may otherwise struggle with independent dressing and changing for PE or swimming.

5. School Dress

At the Beech Academy, we demand excellence in all our students. This starts with their appearance. Students are required to wear:

- An Academy V-Neck jumper/cardigan (black and gold logo) or an Academy blazer (black with gold logo)
- A white polo shirt or a white shirt
- Black trousers/bottoms
- Black shoes/plain black trainers
- Coats are to be worn in winter and in PE if the weather is poor



- PE kit – all students are to be provided with a black and gold T-shirt. Students are to wear black bottoms/shorts also
- Students who attend swimming are expected to bring the appropriate kit to participate.
- Post 16 uniform is chosen by the students at the start of the year

Staff are expected to adhere to the Evolve Trust uniform policy and wear formal dress to role model the formality and presentation we expect for our students.

6. Roles and Responsibilities

Students will where appropriate:

- Adhere to the uniform as set out in this policy.
- Staff will:

Check uniform regularly.

- Monitor uniform and report home any concerns to parents.

Parents will:

- Ensure their children are appropriately dressed for school abiding by the School uniform code.

7. Uniform Subsidies

The School may offer financial assistance with uniform costs when, in the judgement of the Headteacher *, parents / carers are unable to afford the necessary items without encountering financial hardship. We anticipate that such occasions will be exceptional.

Pupil Premium students will have uniform replaced as required under the judgement of the Headteacher .

(*We must accept that from time to time some parents / carers will experience genuine financial difficulty in affording the School uniform. It is, however, impossible to set out the range of scenarios in which such difficulties might occur. Consequently, the only practical way to offer financial support to families, without it becoming unduly burdensome for the School, is to leave relevant decisions to the discretion of the Headteacher or designated staff).

8. Uniform and Religious Affiliation

The School will apply the principle that, in order to maintain the features of consistency and enforceability of uniform rules, permitted variations will be kept to an essential minimum.

Legally, there are two key principles regarding the exhibition of religious affinity in school uniform:

- ultimately, the Governors' decision is final.
- on the grounds of being reasonable, it is recommended that schools apply the principle of 'obligation', i.e. permitting those garments or accessories which children are obligated to wear as part of their religious practice.



9. Accessories and Personal Appearance

Some young people may on occasions try to express their personality through adapting or adding to their school uniform. These actions are not permitted, however understanding of students individual Special Needs will be taken into account when coming to a decision.

- **Hairstyles.** Extremes of hair style such as unnatural bright colourings and shaved patterns (as decided by the school) are not permitted.
- Excessive make up is not permitted.
- **Jewellery** may be worn within the following limits and is brought to the School at students' own risk:
- **Earrings:** 2small spherical or clear plain stud/disc only. To be worn on the lower lobe of each ear. No ear stretchers allowed.
- **Jewellery:** No jewellery other than plain earrings (see above) and one plain ring. No facial or body piercings are permitted. For Health and Safety reasons, no other jewellery worn in body piercings is permitted (e.g. nose studs, tongue studs, inner ear piercings, eyebrow studs or other body jewellery, even when worn under clothing).
- **Tattoos**, including henna tattoos are not permitted.

Where parents give their children permission to have piercings and temporary tattoos during holiday periods, the healing process for piercings must have ended and all jewellery removed by the time term recommences and all visible signs of tattoos must have disappeared. **Students will not be permitted to attend the School with a plaster over a piercing. Claiming that the piercing has not healed will not be regarded as an acceptable excuse for wearing the jewellery.**

10. Headteachers Judgement and Actions

There will always be the prospect of challenges to School uniform from young people (and possibly parents) seeking to challenge the rules. In such circumstances, Governors delegate to the Headteacher responsibility to make judgements about the acceptability or otherwise of particular items. The Headteachers decision will be final.