



Grasmere Academy

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# **Dress and Appearance Policy**

**Date adopted by governors: January 2022**

**Committee: Health, Safety and Safeguarding**

**Review date: January 2023**

## **RATIONAL AND PURPOSE**

At Grasmere Academy we aim to foster a feeling of pride, professionalism and community within our school.

We believe that one way of promoting the values of our school is to set a code for pupils and adults in the way they dress and the way they appear in school. By setting this policy we 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 the school which, in turn leads to the creation of an environment which promotes learning and tolerance of others.

All children are required to wear school uniform. We believe that it is smart, it gives the school an identity and it gives the child a sense of belonging. We believe that adults are role models for pupils and should dress accordingly. We believe that both adults and pupils should dress appropriately for the activities they are undertaking.

## **AIMS**

- To help to promote the core values of the school
- To create a shared ethos within the school where dress and appearance do not become issues of distraction, disagreement and conflict among the pupils.
- To consider issues of health and safety.
- To inform parents, children and staff of guidelines for dress and appearance.
- To help the Head Teacher and staff monitor dress and appearance and pupils to follow the guidelines.
- To encourage staff to become good role models regarding dress and appearance.

## **GUIDELINES FOR IMPLEMENTATION**

The guidelines for dress and appearance cover five main areas:

School Uniform

PE Kit

Jewellery

School Footwear

We know that the majority of Grasmere Academy parents wish their children to wear school uniform and we encourage all parents to support our dress code.

### **Pupils' Dress – General**

Our school uniform is as follows:

- Grasmere sweatshirt or cardigan
- White polo shirt
- Black trousers or skirt / dress
- Purple and white summer dress
- Appropriate outerwear (coat, hat, gloves, cap) for the season
- Plain socks or tights, white, black or grey
- Shoes should be black or plain black trainers

If pupils continually forget to wear school uniform or wear unsuitable items then a letter will be sent home to parents asking them to ensure that their child wears the Grasmere school uniform. A standard letter is available for all staff to use on such occasions (appendix 1). Deputy Head Teacher will meet with parents who continue to send their children to school without the appropriate uniform.

## **Pupils' Dress – all Physical Education Activities**

It is essential, for reasons of hygiene and safety that pupils are equipped to take part in all physical education activities. PE and swimming are part of the National Curriculum and is therefore not an optional activity. Pupils are expected to have their PE kit in school at all times. Kits should be taken home to be washed at least every half term and where kits become particularly soiled or wet (for example in outdoor games) they should be taken home for washing and returned before the next PE session.

Details of the required kit are as follows (Whole School).

### **INDOOR KIT:**

Plain white t-shirt,

Black shorts,

Plimsolls (although children can be in bare feet for some activities) or trainers without black soles

### **OUTDOOR KIT:**

Trainers

Grasmere sweatshirt, occasionally tracksuit bottoms will be required for some KS2 activities.

For Covid restrictions we are allowing girls to wear black leggings and all pupils to wear Grasmere Hoodies.

### **SWIMMING (Y3 –Y6):**

Swimming costume or trunks

Swimming cap and goggles are optional

If pupils continually 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 will be sent out by the class teacher on such occasions.

*We ask parents **to name all items of clothing** so that we can return lost property.*

### **Pupil – Jewellery**

Pupils may wear watches, (not for PE) but other jewellery is not suitable for the school day. Plain studs for pierced ears are allowed but must be able to remove these themselves for PE. Earrings are not recommended for pupils in Nursery and Reception as they are involved in indoor and outdoor structured play every day. Pupils wearing inappropriate jewellery will be asked to remove it. The safety of all pupils is our first priority.

School staff will accept no responsibility for the safe keeping of watches or jewellery.

### **School Footwear**

Plain socks or tights, white, black or grey, should be worn for school. Shoes should be black. Fashion shoes are not suitable and shoes heels should be less than 2cm. Plain sandals may be worn in the summer but we ask parents to ensure that they can be tightly secured. Pupils may come to school in other shoes but they must have black plimsolls to change into on arrival into school and for the remainder of the school day.

We ask parents **not** to send their children to school wearing:

- *Jeans / denim clothing, leggings or jeggings*
- *Unsuitable shoes e.g. high heels or flip flops*
- *Branded clothes*
- *Sportswear e.g. tracksuit bottoms*
- *Make up, nail varnish or excessive amounts of hair gel*
- *Jewellery*
- *Extreme haircuts and styles including tramlines and hair colour.*
- *Nail varnish*
- *Patterned tights*

### **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'.

### **Adult Dress and Jewellery – General**

A person's dress and appearance are matters of personal choice and self-expression. However staff and volunteers should recognise that they are role models to the children and their choice of dress should uphold the school's expectations for the children.

A minimum dress code will be followed by all adults working in school (paid or voluntary). All adults should be mindful that their dress sets an example to pupils. If staff dress smartly, pupils are more likely to follow suit.

The dress code, whilst not a prescriptive uniform, outlines minimum dress expectations and requirements. The minimum staff dress code requires:

1. That staff wear clothing commensurate to a professional work environment.
2. That clothing should be appropriate for the activity being undertaken.
3. That inappropriate footwear should not be worn e.g. Flip flops
4. That staff wear clothing that is not 'revealing' or casual. Denim and sportswear would be considered casual clothing.
5. Clothing is not to display inappropriate logos, promote inappropriate products, or contain inappropriate language or messages.
6. Jewellery, make-up, nail varnish etc should be worn with due consideration to the guidelines for pupils.
7. There should be no visible body piercing and studs other than pierced ears and no visible body art. Tattoo's should not be visible.

Adults therefore need to exercise professional judgement when deciding what to wear during the course of a normal school day seeking further guidance from the Head Teacher when unsure.

For particular activities, such as teaching PE all staff will change into suitable clothing including appropriate footwear.

### **Lost Property**

It is the responsibility of parents/guardians that all school 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 area in Grasmere Academy for parents to look through. The school reserves the right to dispose of unclaimed lost property if it has been in the school for a considerable time.

### **PROBLEMS WITH COMPLYING WITH THE POLICY**

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 or sister to do it. These things do happen and the school is aware of this. Parents should 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.

### **IMPLEMENTING AND MONITORING THE POLICY**

All staff are responsible for implementing this policy. Pupils should be praised when they are wearing appropriate clothing and supportive guidance given when dress falls below expectations.

If children wear inappropriate clothing, make-up or jewellery, the class teacher should discuss the school dress code with them. Initially teachers should have an informal conversation with parents to remind them of the dress code. Parents may need to be contacted by letter to request that they support school policy. Staff should inform the Deputy Headteacher if their request to individual parent has not been acted on or if they feel that standards of dress are deteriorating in their class.

The Headteacher shall be responsible for ensuring that staff dress appropriately.



## Appendix 1 – Uniform letter to parents

Dear Parents and Carers,

At Grasmere Academy we aim to foster a feeling of pride and community within our school. We have adopted a uniform to support the children to feel part of their school community. As a uniform school we ask all children to wear school uniform.

Our school uniform is as follows:

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### **PE INDOOR KIT:**

Plain white t-shirt,  
Black shorts,  
Plimsolls (although children can be in bare feet for some activities).

### **OUTDOOR KIT:**

Trainers  
Grasmere sweatshirt, occasionally tracksuit bottoms will be required for some KS2 activities.

### **SWIMMING (Y3 –Y6):**

Swimming costume or trunks  
Swimming cap and goggles are optional

Pupils may wear watches, (not for PE) and plain stud earrings but other jewellery is not suitable for the school day, extreme haircuts and styles are not acceptable.

If you have any questions or concerns, please do not hesitate to contact school.

Mrs Lilico  
Headteacher

The class teacher recently encouraged you to make sure that ..... wore his/her uniform to school every day. I would like to ask for your support in this.

Mrs Lilico

Headteacher