

HABS Uniform Policy



Harris Academy
Battersea

KEY DOCUMENT DETAILS			
Author:	R. Henson	Approver:	Governing Body
Owner:	SAP Behaviour and Attitudes	Version no:	2.0
Draft Date:	September 2023	Ratified date:	November 2023
Next Review:	October 2024		

Harris Academy Battersea is committed to the highest standards of uniform. A smart and consistent uniform across the school contributes to the academy's excellent behaviour, student outcomes and culture as it supports all of our students to demonstrate and learn our **core values**:

- **Knowledge**
- **Integrity**
- **Resilience**

The overarching aim of this policy is to create clarity around uniform expectations so that students, teachers and parents can all support our core purpose of **'developing aspirational young people who thrive in a changing world.'**

The aims of this policy are to:

- Establish clear expectations for students' uniform in KS3, KS4 and KS5.
- Establish clear expectations for students' uniform on days when students have core PE
- Outline the systems and structures to support excellent uniform.
- Outline any support HABS can provide to parents to support excellent uniform.

Students from Harris Academy Battersea should represent the high standards of the school in the way that they present themselves. Students are expected to be of smart appearance and wear the Academy uniform.

Key Expectations

- Students are expected to wear full Academy uniform on the way to and from the Academy.
- Shoes should be suitable for an office and **should be polishable. Trainers are not permitted** unless there is a confirmed medical need. This need must be evidenced by a note from a medical professional.
- Hair bands must be plain black.
- No hoodies on site at all.
- No zip-up jackets or light jackets worn under the blazer.
- Black scarves, hats (hoods or caps) and black gloves only to be worn outside of and en-route to the school and these must be removed once inside the Academy site.
- **Hijabs or other headwear worn for religious purposes must be black.**
- No coloured nail varnish or excessive make-up are allowed. Nail extensions must not be worn at any time.
- Tinted or cosmetic contact lenses are not permitted.
- **No jewellery except for one wristwatch or a single pair of plain studs in the earlobes can be worn** in the academy. The only other **exception is religious jewellery.**
- **Coats are not permitted in the academy** and must be removed before entering the building. This is so students are easily identifiable to ensure everyone is safe on the academy site.
- Students should have their **blazer on, shirt tucked in, top button done up and tie on** at all times in the academy.
- Blazers are always to be worn, except in lessons when teachers have given permission for them to be removed.
- Students must **wear black professional trousers or a knee length (or longer) skirt.** No jeans or shorter skirts are allowed.
- Students **must carry a school bag** that contains their **homework folder, black pen,, red pen, pencil, ruler, rubber, glue stick, mobile phone and any other school equipment.**
- Students are able to cut, wear and style their hair in any way that they like. However, no decorative attachments are to be worn in the hair.
- Transgender students may dress in accordance with their gender presentation.
- Large amounts of money and expensive personal effects must not be brought to the Academy. **Harris Battersea will not accept liability for any claim arising from theft, accidental loss or damage to personal effects, money, belongings or clothing whilst at the Academy.**

What happens if students do not have the correct uniform?

Students uniform is checked on entry to the academy every morning. Equipment is checked during tutor time. The bullet points below outline the process taken if students do not have the correct uniform:

- If students arrive without the full uniform they must allow for additional time to arrive and access the uniform loan system to borrow uniform for the day.
- The school will loan uniform to students for the day if their uniform is incorrect. The uniform loan is logged and we track how often this occurs across a week.
- If the Academy does not have the item of uniform in stock, then the student will be issued with a uniform card. They must always carry this with them.
- If a student has no valid reason for poor uniform, refuse to wear the uniform provided or refuse to remove prohibited jewellery/ make-up, then they will be removed from lessons until the uniform is correct and receive a sanction for this.
- Wearing a plaster over additional jewellery is not permitted.
- If a student is seen around the building and any item is missing ,despite the option to loan at the gate, they will receive a 30-minute detention for 'uniform defiance'.

Break and Lunch

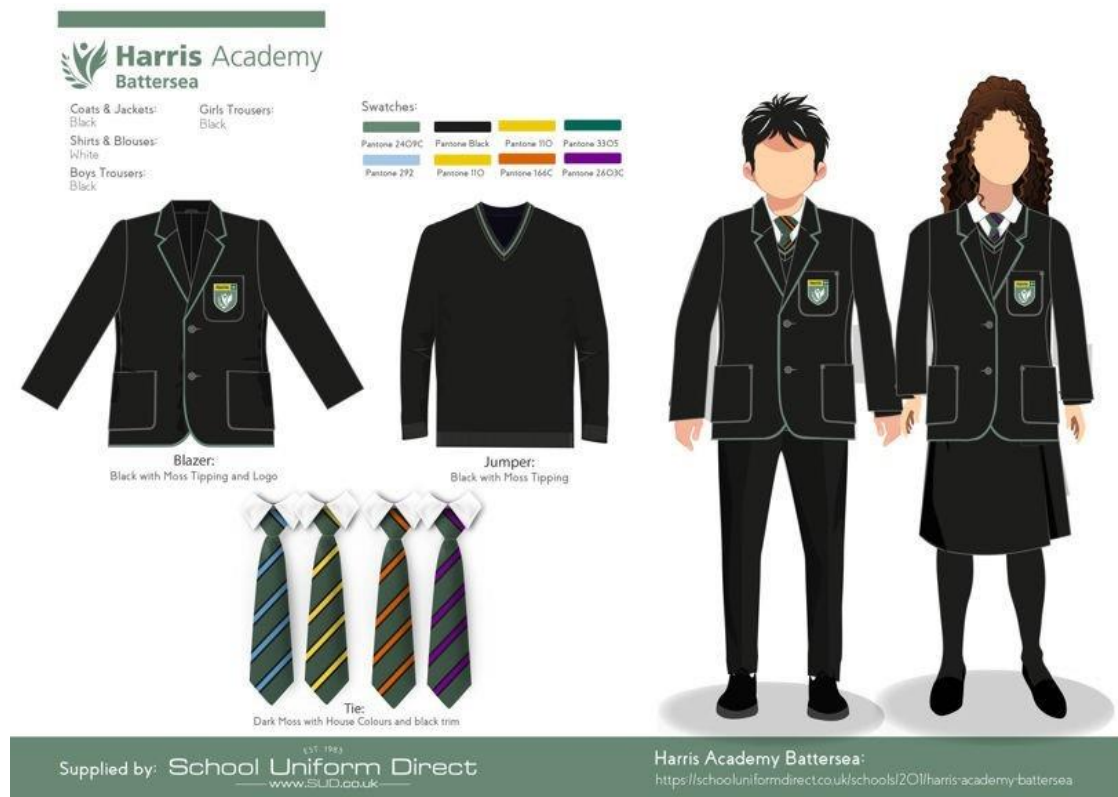
Students can undo their top button during social time and remove their tie to play ball games. These items must be put back on prior to the final whistle and before any entry into the building.

Uniform Supplier

School Uniform Direct will be our provider for the next academic year and is an online provider who will be able to provide all the uniform you need via online orders -

(<https://www.schooluniformdirect.co.uk/schools/200/harris-academy-battersea>)

Below is an image from our suppliers demonstrating our uniform:



Core PE Lessons

For PE lessons, students will come to school in their regular school uniform and change into their PE kit before the lesson before changing back into school uniform. Students must wear the Harris Battersea PE kit. This includes black jogging bottoms, t-shirt and **zip up jacket with the Harris Academy Battersea logo**. Students are not permitted to wear any other colour or branding and Hoodies are not permitted.

Please ensure that you have purchased the Harris Academy zip-up jacket for September -

<https://www.schooluniformdirect.co.uk/schools/200/harris-academy-battersea>.

Below is an image from our suppliers demonstrating our PE kit.



6th Form

Students must always be smartly dressed, as you would be if working in a smart professional environment. 6th form students are always role models for the rest of Academy and as such need to be smartly presented. Below outline the key expectations for 6th form students:

- **Identity cards with lanyards must always be visible.**
- Formal business suit (skirts must be at least to the knee, no stretchy lycra material allowed).
- Formal shirt and tie or formal blouse or shirt.
- Formal shoes (you must be able to polish them).
- Students wishing to wear Islamic dress should wear a simple silhouette jilbab and a hijab which should not be too colourful. Both garments should not be over embellished. A formal business jacket will need to be worn. Jackets may be removed in warm conditions. Scarves may be worn outside the buildings but must be removed once inside.
- Transgender students may dress in accordance with their gender presentation.
- Physical Education, Performing Arts and Drama students are expected to change into their PE or performing arts kit at the beginning of the lesson.

The following are not permitted:

- Brightly coloured suits.
- Casual style dresses such as those with a vest style top, very thin straps and strapless style tops.
- Jumpers- with the exception of plain v neck jumpers under the blazer.
- Denim/jeans trousers, jackets, shirts, blouses or skirts.
- Studs on trousers, skirts or shirts/blouses.
- Casual trousers – combats, track suits, leggings.
- Casual tops – track suit, fleeces, T-shirts, hooded tops, vest tops.
- Shorts, cropped trousers, tight narrow legged trousers, trousers made of stretchy legging-type material
- Sportswear.
- Very short skirts/revealing clothes.
- Trainers, pumps, canvas shoes, Vans, Kicker trainers or leisure shoes/pumps.
- Visible boots.
- Overly conspicuous jewellery - large earrings, necklaces.
- Coloured shoelaces.
- Clothing made of sheer/transparent materials.
- Tattoos should not be visible. Visible body piercing is restricted to the ears and/or one small nose stud only. Bars, scaffolds and stretchers are not permitted.

Students will need to return home to change if they do not meet the expectations above. Parents/carers will be contacted on the first occasion a student is required to be sent home in relation to a dress code violation. In the event of any subsequent digression from the dress code, the students will be sanctioned as outlined in the academy's behaviour policy.

Legislation and Policies

Under the Equality Act 2010 a school must not discriminate, directly or indirectly, harass or victimise pupils with protected characteristics, namely on the basis of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation.

A school's policy or practice in relation to school uniform and/or appearance and its operation in practice is covered by the DfE 2014 guidance [Equality Act Advice.pdf \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/274214/Equality_Act_Advice.pdf).

The Equalities and Human Rights Commission (EHRC) publication last updated July 2014 [Technical Guidance for Schools in England | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/technical-guidance-for-schools-in-england) also provides very clear guidance and examples. Paragraph 3.33 at page 33 sets out an FAQ:

'How can a school ensure that the school uniform policy does not discriminate against any pupils?

- *Setting different rules for different categories of pupil might result in discrimination, for example requiring girls to wear clothing that is much more expensive than that required of boys. Also, applying the policy rigidly without allowing flexibility for certain pupils might result in discrimination. Examples of policies that might be discriminatory are:*
- *A general rule of no headgear in school, which requires a Sikh pupil to remove his turban;*
- *Not making reasonable adjustments to school uniform requirements for disabled pupils who require them, for example not allowing a disabled child who is allergic to the regulation nylon trousers to wear cotton ones; or*
- *Requiring pupils to dress (or not to dress) in a way that conflicts with a genuine religious requirement of their religion or belief.*
- *Being flexible about how such policies are applied is likely to avoid discrimination.*
- *Assessing how the uniform policy affects pupils with different protected characteristics and consulting with parents about the policy will also help a school to avoid discrimination.*

We have amended our uniform policy to reflect the above and we aim for it to be inclusive as possible while maintaining our highest of standards for our students. Please do get in touch if you have any queries around our policy or need support in ensuring your child has all of the correct uniform. We will review this at our first parent working group meeting in September 2022.

Appendix 1 Uniform Policy

Item	Description	Further Information	Supplier
Coat/Jacket	Plain coat.	No leather, leather look or denim coats.	Any retailer
Blazer	Black with green trim and badge.	To be kept in a smart, clean appearance and worn during the day, as well as to and from the Academy, unless directed otherwise by staff. Sleeves to be worn at full length and not rolled-up. Only Academy issued badges to adorn blazer.	School Uniform Direct
Trousers	Black, tailored with pockets, full length	Trousers must be tailored with pockets and not fitted or skinny (If purchased from elsewhere, they must be the same style as the Brigade trousers). Trousers should be worn with a secure fit around the waist. Belts should be black, demure and functional, no oversized buckles clasps, studs or trimmings. Material must be traditional (for example , no canvas trousers). Trousers must not sit below the waist (commonly known as sagging).	Any retailer but can be purchased from School Uniform Direct
Skirt	Black	Skirts must be knee length and not shortened by rolling them up at the waist.	Any retailer but can be purchased from School Uniform Direct
Tie	Green with House Colours	Must be kept in good condition with colour visible in the stripes.	School Uniform Direct
Shirt	Plain white traditional school shirt.	The shirt should be tucked in, buttoned at the neck and sleeves worn at full length. Any polo-neck, T-shirt, vest or underwear worn underneath should not show or be visible through the shirt. Short sleeve shirts can be worn.	Any Retailer
Blouse	Plain white traditional school blouse.	The shirt should be tucked in, buttoned at the neck and sleeves worn at full length. Any polo-neck, T-shirt, vest or underwear worn underneath should not show or be visible through the blouse. Short sleeve blouse can be worn.	Any Retailer
Jumper	Black with green piping trim.	Optional , but only the Academy version is to be worn. No cardigans, sweatshirts, hoodies or waistcoats permitted other than the Academy jumper.	School Uniform Direct
Socks	Black	Plain black ankle socks, no trainer socks or pattern designs. No pop socks.	Any Retailer

Tights	Black	Black opaque tights only. No footless, patterned or fishnet tights, leggings, or legwarmers. Plain black ankle socks, no trainer socks or patterned socks can be worn in the Summer (The Principal will communicate when ankle socks can be worn).	Any Retailer
Shoes	Polished black, traditional style, black stitching, black sole and heel	Shoes must be smart, formal and polishable. A plain design, no trimmings, logos, decorative buckles, coloured laces or stitching, labels, tags, studs or other decorations. No shoe/trainer cross footwear. No trainers or fabric shoes, rugged hiking/work boots or knee-length boots. No heels or wedges.	Any Retailer

PE Kit

Item	Description	Further Information	Supplier
PE Shirt	Black.	Polo short with Academy Logo	School Uniform Direct
PE Shorts	Black		Any retailer
PE Overtop	Black	Pullover with Academy Logo	School Uniform Direct
PE Socks	Black		Any retailer
PE Skin top/leg skins	Black	Plain black	Any retailer
PE Sports Trainers	Any brand	Sports trainers must have non-marking soles. Plimsolls/canvas shoes must not be worn.	Any retailer
PE Football Boots	Any brand	Moulded studded boots suitable for firm ground and AstroTurf. Metal studded boots are not permitted. Boys and Girls will do football in the Autumn term.	Any Retailer
Shin Pads	Any brand	Compulsory for football and hockey.	Any Retailer
PE Jumper	Black with green piping trim.	Optional , but only the Academy version is to be worn. No cardigans, sweatshirts, hoodies or waistcoats permitted other than the Academy jumper.	School Uniform Direct
Socks	Black	Plain black ankle socks, no trainer socks or pattern designs. No pop socks.	Any Retailer
Tights	Black	Black opaque tights only. No footless, patterned or fishnet tights, leggings, or legwarmers. Plain black ankle socks, no trainer socks or patterned socks can be worn in the Summer (The Principal will communicate when ankle socks can be worn).	Any Retailer
Shoes	Polished black, traditional style,	Shoes must be smart, formal and polishable. A plain design, no trimmings,	Any Retailer

	black stitching, black sole and heel	logos, decorative buckles, coloured laces or stitching, labels, tags, studs or other decorations. No shoe/trainer cross footwear. No trainers or fabric shoes, rugged hiking/work boots or knee-length boots. No heels or wedges.	
--	--	--	--

****All items of uniform should be clearly marked with the student's name****