



Ark Walworth Academy

Uniform Policy

At Ark Walworth Academy, our academy uniform and sixth form dress code is important to us. It is one way in which we can identify ourselves as being part of the Ark Walworth Academy Family, promoting a cohesive identity and high expectations of standards within all areas of academy life. We are proud that our uniform reflects our values and promotes our culture of high expectations.

Our academy uniform and dress code unites our school community and supports equality for all, regardless of household income.

1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for our families
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

2. Ark Walworth Academy's legal duties under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all students the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all students and is affordable
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school yet makes them feel most comfortable
- Allow students to request changes to swimwear for religious reasons
- Allow students to wear headscarves and other religious or cultural symbols, with some caveats as to colour reflecting our school community

- Consideration has been given to how the uniform can be adapted for those who have a disability or who wish to express a cultural, religious or racial identity within the framework of an academy whilst fostering cohesion, safety and a sense of community
- Allowance for adaptations to our policy on the grounds of equality is by application to Ms Miller, Director of Operations on 020 74509570 or via email at info@walworthacademy.org, who can answer questions about the policy and respond to any requests

3. Limiting the Cost of School Uniform

Ark Walworth Academy has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that must have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits our families ability to ‘shop around’ for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for our families

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible. For example, only our blazer is compulsory and carries the school logo. The jumper is not compulsory and has not been branded.
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Keeping the number of optional branded items to a minimum, so that the school’s uniform can act as a social leveler
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for families to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on families of any changes
- Consulting with families and students on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for School Uniform

Our school’s uniform

We have taken care to ensure that our uniform is affordable and to minimise the number of items that need to be purchased from a particular supplier. Items marked as such must be

purchased from our supplier and families should take care when buying other items to ensure they meet our expectations.

Students not in the correct uniform may not be able to attend lessons until the uniform has been corrected. Families may be contacted to bring the correct items to school or the student may be sent home to get changed.

Items marked as ** should be purchased from our school uniform provider, Whitehall Clothiers, Camberwell.

Y7-Y11 Uniform List

September 2022-July 2023

- **WA Navy blazer (*compulsory*)
- **WA Navy blue jumper (*not compulsory*)
- **WA tie with Year Group coloured stripe (*compulsory*):

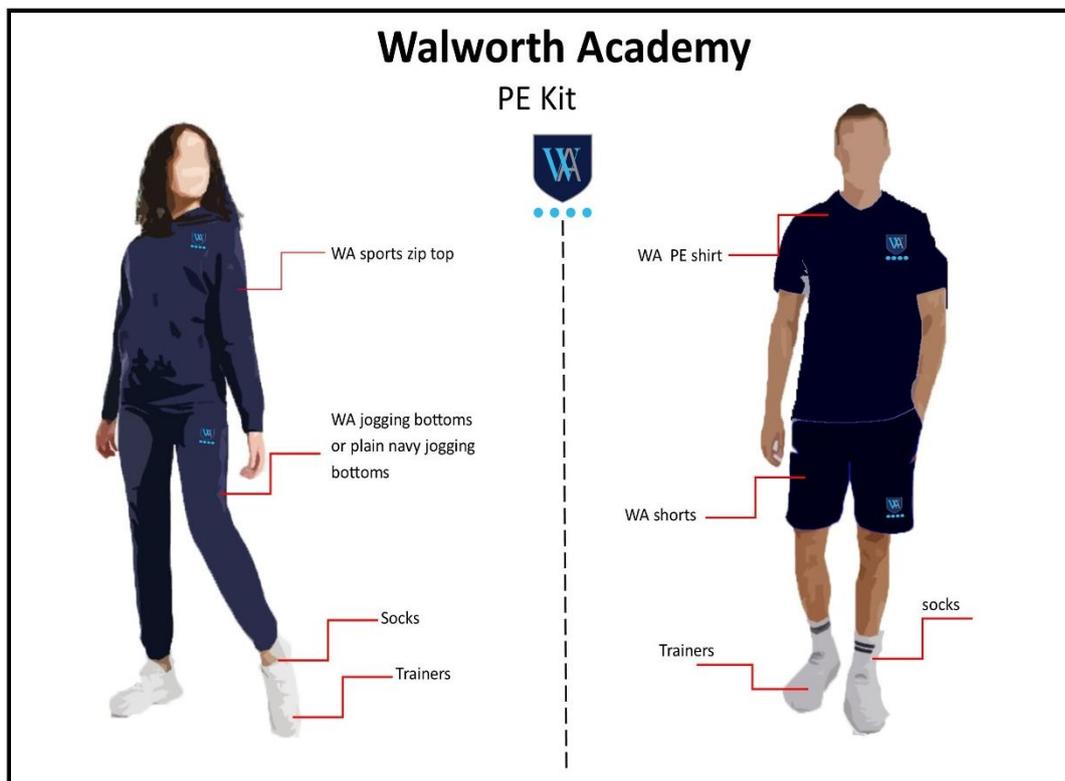
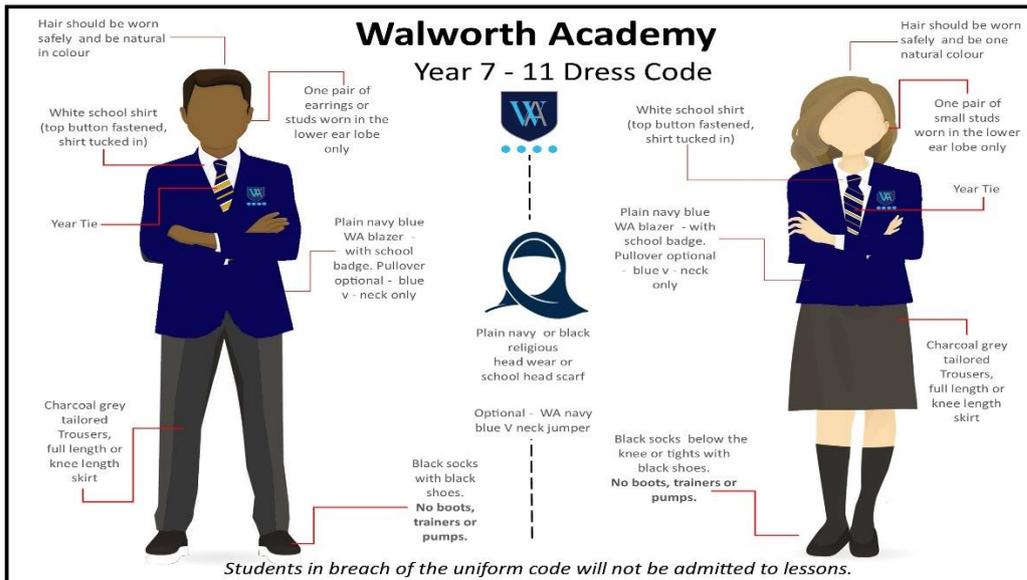
Year 7: Green Year 8: Blue Year 9: Purple Year 10: Red Year 11: Yellow

- White long/short-sleeved shirt
- Dark grey trousers or dark grey skirt
- Plain black socks or tights
- Plain black leather style shoes (trainers and trainer-type shoes are not allowed)
- Weather-proof coat

PE Kit

Students are only required to wear either the Polo top and shorts or PE Polo top and Track Bottoms.

- **WA Navy Shorts with Logo
- **WA Navy/Sky Blue Polo Shirt with Logo
- Plain navy (no logos at all) or WA Track bottoms
- **WA Navy/Sky Blue full Zip top with Logo
- White or black trainers



Outdoor Clothing

Students should bring appropriate outdoor clothing during cold or wet weather. Any outdoor clothing should be worn on top of the Ark Walworth Academy blazer, not underneath or as an alternative to the blazer. Coats, and scarves, and gloves can be worn when weather appropriate but may not be worn inside the academy building. This will be authorised by the Principal and is subject to adverse weather.

Hairstyles, headscarves and headwear

Ark Walworth Academy is a diverse community. We recognise that different cultures ascribe different levels of importance to hairstyles and headwear. The academy's approach is

designed to recognise this, whilst ensuring that there are clear boundaries, and a professional ethos in the academy. Pupils' faces should not be obscured or covered, so that the teacher can judge their engagement with learning and their participation in discussions and practical activities.

Hair

Pupils' hair should be neat for appearance and health and safety. Pupils may not wear designs or words cut into their hair or eyebrows. Pupils may not have lines shaved into their hair. Long hair must be tied up for health and safety reasons.

Hair accessories must be subtle and in academy colours. Beads are accepted but must be blue, black or clear, in colour. If students are unsure whether a hairstyle meets the academy policy, they should check in advance with the school.

Where pupils have facial hair, it must be neatly groomed, and as with hairstyles, not have designs or logos shaved into it.

Hats, headscarves and head coverings

- Headscarves and head coverings are permitted for religious or cultural reasons and should be navy or black.
- Pupils are not allowed to wear non-religious hats, headscarves, bandanas or any other head covering inside the academy building unless it is due to religious or cultural reasons.
- Students' faces should not be obscured or covered, so the teacher can judge a pupil's engagement with learning and participation in discussions and practical activities.

Jewellery/Accessories

Pupils may not wear any jewellery except for the following:

- one watch (no sound effects, games or smart watches).
- Pupils are allowed to wear plain gold or silver small stud earrings. These should be small in size – 4mm in diameter is a guide.
- The academy will be unable to take any responsibility for any watches or jewellery that are lost.
- Accessories that are seen to be contravening these rules will be confiscated and can be collected at the end of the day from student services.

Body piercing

Body piercing is prohibited, with the exception of studded piercings on the lower ear lobe. No other forms of body piercing will be allowed. In the 6th form, students will be allowed to wear three piercings instead of two.

Students in contravention of the uniform expectations will not be admitted to the timetabled lesson.

Special circumstances

There are very few reasons why a student may not be wearing an Ark Walworth Academy uniform. If there are extenuating circumstances, families should share the reason with their child's Director of Progress, either in person or by email/letter. Ark Walworth Academy will always be considerate and discreet in trying to establish why a student is not wearing the correct uniform. Students will not be made to feel uncomfortable, nor discriminated against, because their families are unable to provide them with the required items of the academy uniform. In line with our ethos, we encourage discussion with the academy at the earliest opportunity if there are any difficulties. We will try to support wherever possible.

There will be occasions when the academy decides that the academy uniform is not appropriate, for instance when taking part in a physical activity day, wearing different clothes due to a fund-raising event or due to extreme weather. Families will be notified in advance of the revised dress code on these days.

Naming clothing and property

Please ensure all clothing and property is clearly marked with student name and tutor group so that lost articles may be easily traced and returned. The academy cannot accept responsibility for loss or damage to pupils' property and valuables.

Equality Impact Assessment

At Ark Walworth Academy will endeavour to do all we can to ensure that this policy does not discriminate, directly or indirectly. We shall do this through regular monitoring and evaluation of our policies. On review, we shall assess and consult relevant stakeholders on the likely impact of our policies on the promotion of all aspects of equality, as laid down in the Equality Act (2010). This will include, but not necessarily be limited to: race; gender; sexual orientation; disability; ethnicity; religion; cultural beliefs and pregnancy/maternity.

Final decisions on the suitability of the uniform will be made by the Principal and we expect Families to support these decisions in full.

Sixth Form Dress Code

Y12-Y13

As with our academy uniform, our sixth form dress code is very important to us. It is one way in which we identify ourselves as being part of the Ark Walworth Academy family and it promotes a strong and cohesive academy identity. Our sixth form dress code reflects our values and reinforces our academy's culture of high expectations, pride in our appearance and academic achievement.

As young adults, Ark Walworth Academy sixth form students have more freedom in what they wear to school than those in the secondary phase, but a smart and professional appearance remains important. Whether students leave Ark Walworth Academy to go to university or employment, they will have developed a sense of pride in their appearance and appreciate the importance of being ready to work. Students should be able to leave the Academy and immediately attend a formal interview without having to change their appearance in any way.

Tutors, the head of sixth and our sixth form pastoral team will help young people to interpret the dress code. If students have any questions, they can also refer to the dress code guidelines below. In the case of a failure to agree, the Principal will make the final decision.

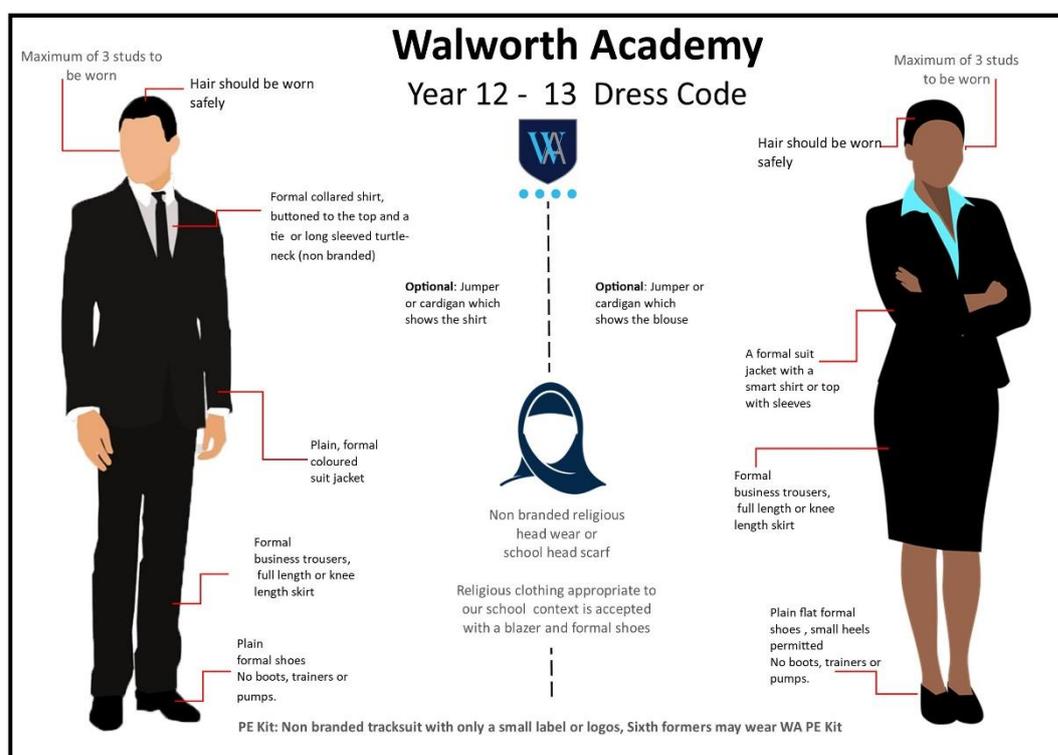
Expectations:

- A suit or formal skirt, dress or trousers with a jacket
- Smart shirt [with a tie], a blouse or a turtleneck
- Plain, smart jumper or cardigan if desired
- Shoes should be formal and appropriate for school. Heels should not be higher than 5cm, with a closed toe, and comfortable enough to wear throughout the school day.

PE Kit

- Non-branded tracksuit with only a small label or logo
- Sixth Form students may wear Ark Walworth Academy PE Kit

In addition, all Sixth Form students will be expected to wear a lanyard and ID card daily to signal that they belong within the Ark Walworth Academy Sixth Form and to access some areas of the building and technology.



Hairstyles, headscarves and headwear

Ark Walworth Academy is a diverse community. We recognise that different cultures prescribe different levels of importance to hairstyles and headwear. The academy's approach is designed to recognise this, whilst ensuring that there are clear boundaries, and a professional ethos in the academy. Students' faces should not be obscured or covered, so the teacher can judge engagement with learning and participation in discussions and practical activities.

Hair should be neatly groomed at all times for smartness, appearance and health and safety. Designs, lines or words cut into hair or eyebrows are not accepted. Hair should be a natural

colour, regardless of whether that colour is naturally occurring for the young person. Very long hair should be tied up for health and safety reasons, when required.

Facial hair should be neatly groomed, and as with hairstyles, not have designs or logos shaved into it.

Headscarves and head coverings are permitted for religious or cultural reasons but sixth form students may not wear hats, headscarves or any other head covering inside the academy building for any other reason.

Cultural dress:

- Appropriately smart cultural dress is seen as part of a diverse and inclusive workplace
- Cultural dress is celebrated so long as it does not include any of the non-negotiable items below
- There may be specific occasions when students are asked to not wear cultural dress if required (for example for a visit to an external site where there are different expectations or should Health and Safety be a factor in a specific activity)
- Religious clothing appropriate to our school context is accepted with a blazer and formal shoes
- Students may check any queries with the Head of Sixth or pastoral team

Non negotiables:

This list is not exhaustive and may be amended

- Clothing should be smart and suitable for a business environment
- No sportswear – unless engaged in sports
- No trainers or casual shoes
- No jeans
- No logos or slogans
- No visible underwear
- Only minimal make up is accepted
- Small earrings, a single, standard stud nose piercing (maximum of 3 studs to be worn) and a watch
- Painted nails are accepted but jewels or adornments are not

Final decisions on the suitability of the uniform will be made by the Principal and we expect parents to support these decisions in full.

Where to Purchase Uniform

Whitehall Clothiers, 77 Camberwell Road- All our branded compulsory items: Blazer, Tie and PE kit must be purchased from Whitehall Clothiers.

Non branded uniform can be sourced from other uniform suppliers as long as they are in the mandatory school colours.

AWA Uniform Swap shop- Ark Walworth Academy is committed to supporting our families with the cost of uniform. For students who have grown out of their uniform or who may need to support with accessing uniform, we currently have an onsite uniform swap shop which is accessible to our students and families before school, break, lunch and after school. Over the last few years, we have encouraged our leavers to donate any of their old uniform to our swap shop, including blazers, ties and trousers. We wash and dry all uniform that is

donated on site. Please contact the school office if you would like to donate to our uniform swap shop. All support is greatly appreciated.

5. Expectations of the School Community

Students

Students are expected to always wear the correct uniform (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact their child's Director of Progress or Inclusion Co-ordinator if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy
- The school will work closely with parents to arrive at a mutually acceptable outcome.

Staff

Staff will closely monitor pupils to make sure they are in correct uniform. School staff will take action to support young people into the correct uniform as quickly as possible to get them into lessons and learning. Ongoing breaches of our uniform policy will be dealt with in line with the school behaviour policy.

In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

This policy will be reviewed annually.

