



Uniform Policy

Ernest Bevin Academy

The best in everyone™
Part of United Learning

Responsibility: Deputy Principal	Date Approved: Spring 2023
Reviewed by: Deputy Principal	Review Date: Spring 2024
Monitored by: Principal	Links to other Policies: Behaviour for Learning

Purpose and Rationale:

Ernest Bevin Academy believes in high standards, high aspirations and the highest expectations in every aspect of its operation. Students and staff are expected to take pride in their appearance and have high levels of self-worth.

Ernest Bevin Academy aims to give all students the foundations for a successful life by helping them to develop the skills and attitudes that will provide them with real life-chances. Students are expected to work hard and to achieve to the best of their ability, to develop skills relevant to the 21st century and to develop the self-confidence and sense of purpose necessary for success in a highly competitive global society.

A smart appearance is an important aspect of modern life and instils self-confidence and a sense of personal respect.

The academy has consistently high expectations in terms of uniform, which helps to enhance a purposeful and successful climate for learning. The policy also contributes to ensuring students' safety both whilst in the academy but also makes them clearly identifiable and distinct when on visits, trips and journeys to and from the academy. Ernest Bevin Academy is a place of learning, and all students are expected to take pride in their appearance. The academy uniform provides students with many positive advantages because uniform:

- Is a social-leveller and diminishes the social exclusion of students based on what they are wearing.
- Places stronger focus on academic performance.
- Creates an atmosphere of teamwork and a sense of belonging.
- Encourages pride in not only their personal appearance but also of the Academy.
- Promotes safety, particularly through making it easier to identify strangers.
- Increases self-esteem and reduces peer pressure.
- Is the most cost-effective option for parents in the long run.
- Makes students ambassadors for the Academy in the local community.
- Reduces family tension, as students do not have to compete with their peers for the latest trends.

The requirement for adherence to the academy uniform is consistently reinforced by all staff, in and out of lessons.

- At the student entrance, we check that all students are in the correct uniform before they enter the academy.
- Form tutors and Heads of Year also work with students to check uniform every morning to ensure standards are high.
- Standards are checked and reinforced in assemblies by Heads of Year and the Senior Leadership Team

Role of Parents:

As an academy, we need parental support to help ensure students gets this right, every day, without argument. Specifically:

- Students are expected to travel to and from the academy in full uniform.
- Please check your son is looking smart before they leave the house in the morning.

- Your son should attend with all the equipment listed in the school uniform section to ensure that they can be as successful as possible during the academic day.
- Please do not allow them to wear a banned item (for example, a hoodie, baseball cap or 'durag') on their journey to the academy. Our advice to parents is that all banned items such as this should be left at home and not brought to school at all.
- Please check your son's shoes once a week, ensuring there are no holes and soles are not becoming worn.

Please do not send students into the academy with a note asking they be excused for incorrect uniform, especially footwear. Notes will not be accepted. Where a medical need means a student may not be able to meet uniform expectations temporarily, we require a signed letter or document from a medical professional.

Expectations and Rewards:

All students are expected to wear the full Academy uniform appropriately from the moment they leave their home in the morning until they arrive home in the afternoon. Students are always representing the Academy and should be proud to part of the Academy community.

Pastoral and Senior Leaders keep note of students who always smartly wear their full-uniform, and there is a weekly prize given at random to one of these students.

Sanctions:

Any student bringing the Academy into disrepute by not adhering to the uniform policy will receive sanctions.

Every student should have the opportunity to be in the academy and attend all their lessons, however students not in full uniform will not be able to attend lessons and will not be able to spend break and/lunch with their friends.

Where a student arrives at the academy without a tie, they may be able to borrow a tie from their HOY for the day.

Where a student arrives at the academy without a blazer, or in incorrect trousers or footwear, they will remain in the Reflection Room until their uniform is corrected.

(For example, where a parent is able to bring correct uniform to the academy or, with parental permission, a student returns home to collect a forgotten item.)

Where uniform infringements are persistent, parents will be requested to attend a meeting to discuss these concerns and agree on a plan moving forward. Any student who fails to comply with the uniform policy (e.g., failing to wear their tie correctly with a minimum of 5 visible, coloured stripes, or refusing to wear a blazer) will receive negative points for uniform infringement, and may be placed in the Reflection Room for the remainder of the day.

Buying Uniform: Guidance for parents

All Uniform items except shoes can be bought from our primary uniform supplier, School Uniforms Direct. We have a page on their website as per below:

[Ernest Bevin Academy Products | School Uniform Direct](#)

<https://www.schooluniformdirect.co.uk/schools/206/ernest-bevin-academy>

School Uniform Direct has a partner supplier with slightly lower prices, but parents must be aware that delivery times are significantly longer.

This supplier can be found at www.uniformworldwide.co.uk

(Please note – this website will launch in July 2023)

Students will be provided with a tie upon starting in Year 7, but if this is lost parents will be required to buy a new one.

Branded items with logos that parents must buy are listed below:

- Blazer
- PE Top (Ernest Bevin T-Shirt or Ernest Bevin Quarter Zip training top)
- Ernest Bevin Training Bottoms

Parents are welcome to purchase all other uniform items from places like a supermarket or online if they can find them at lower cost, but all items must meet the requirements specified in the Photo 1.

Uniform Bank

Uniforms can be expensive and family circumstances can change, especially in such difficult economic circumstances. If you are suffering financial difficulties and unable to replace shoes or aspects of uniform, please contact the school Admin Office in confidence to discuss this. We encourage families to request assistance at any time in the school year.

It is also worth noting that our parent association, Friends of Ernest Bevin (FEBS), run a second-hand uniform supply. The supply includes good quality winter coats.

Donations to this supply are always welcome so that all families can be helped.

Wearing the EBA Uniform: Guidance for Parents and Students:

A clear guide to the academy uniform, complete with photographs and images, can be found on our website [here](#).

When the weather is extremely hot, we may make reasonable adjustments, and will ensure staff, students and parents are informed

Uniform:

- Students must travel to and from the academy in full uniform
 - (For any exceptions to this, for example Sports Day or a school trip, parents will be informed)
- Full uniform must be worn in lessons, around the building, and when moving between lessons.

By '*full uniform*', parents and students must understand this includes shoes, shirt tucked in, tie on and tied smartly, and blazer.

Plain black **V-neck jumper** is optional, for students who want to wear one.





- In classrooms students are able to remove their blazers at a teacher's discretion.
- Shirts should be tucked in, trousers pulled up, ties done up with 5 a minimum of coloured stripes visible, and top buttons fastened.
- Trousers should be worn on the waist not the hips. Only one pair of trousers is to be worn at any time. A black belt can be worn if required.
- All items of uniform should be clearly marked or labelled with student's name.



Shoes:

- School shoes must be worn at all times inside the building.
- Although students are permitted to change into trainers at break and lunch time when they are playing sport on the playground:
 - Students must not do this in their classroom at the end of Period 2 or Period 4
 - Students must change back into shoes before re-entering the building
- Shoes should be black, leather, polishable, and of formal or traditional style.
 - Some specific styles that are not permitted:
 - Styles that appear to be more like sports trainers than professional black shoes, especially due to the material of the shoes
 - Styles with obvious sports logos or branding, such as the example illustrated on the website
 - Shoes with elaborate buckles or decorations or patterns, and any colourful details.

This list above is not exhaustive and, and we are better able to implement this policy with parental support of the Academy’s decisions. If parents are unsure as to whether a particular style will be allowed, they should consult their child’s Tutor or HOY before any purchase.

<p>Examples of types of footwear not allowed within uniform policy</p> <p style="text-align: center;"></p> <p>Please note - outlets such as Clarks and Sports Direct will often try to market footwear such as the examples below as ‘School Shoes’</p>	<p>Examples of types of footwear allowed within uniform policy</p> <p style="text-align: center;"></p>
	

Coats and outerwear:

- Students should have a coat or waterproof jacket, that is suitable for the weather.
- Coats must be removed inside the Academy.
- Hooded tops and tracksuit tops are not allowed and will be confiscated if seen.
- Hats and caps are not allowed, with the exception of plain woollen hats in the playground in the Autumn and Spring terms.
- Durags and fashion headscarves are not permitted.
 - (Note - Head-coverings worn for religious reasons are permitted, and should be plain black)

PE / Games:

- Full PE Kit is to be worn in PE / Games lessons
 - Students are not allowed to wear alternative sports clothing for PE, such as football shirts, branded tops, or hoodies

- PE Kit should not be worn on the way or from school, even if students have PE/Games during Period 1 or Period 5
 - (For any exceptions to this, for example Sports Day or a school trip, parents will be informed)
- Students are expected to travel home in full uniform



Haircuts and Hairstyles:

- Hair should be in keeping with the formality of the academy. No hairstyles that follow extremes of fashion such as heads shaved too 'close', shaved lines, large patterns or dyed hair an unnatural colour.
- Any 'tramlines' or shaved decorative patterns (including those cut into eyebrows) are not permitted.
- Where a student has a hairstyle or shaved patterns in eyebrows which do not meet this policy, he may be placed in the Reflection Room until this can be rectified.

Dental ornaments and veneers:

- The use of gold, platinum, or other veneers or caps for purposes of dental ornamentation is not allowed.

These are often marketed to young people as full or partial 'grills'

- Students will be asked to remove these if they are worn, and they may be confiscated if we feel this is persistent issue

Jewellery:

- One wristwatch and a maximum of one small plain silver or gold coloured stud earring in each earlobe is the only jewellery students can wear. Earrings containing either genuine imitation precious stones are not allowed
- Nose studs or other forms of body piercing are not permitted, and attempting to cover any piercings such as this with a plaster or band-aid is not permitted.
- No accessories are to be worn around the neck or attached to clothing.
- Students are not permitted to wear rings on fingers, or bracelets.

Valuables:

- Large amounts of money and expensive personal effects should not be brought to the Academy.
 - EBA will not investigate the loss or theft of any such items and will not accept liability for any claim arising from theft, loss or damage to personal effects, money, belongings or clothing whilst on site, or on a trip.
- Bluetooth Speakers, personal media devices, computer games, etc. must **NOT** be brought to the Academy.

Items listed above will be confiscated and, in some instances, parents may be asked to collect.

Mobile Phones:

Although we understand that lots of students carry mobile phones, and lots of parents like their child to have a mobile phone for safety when travelling to and from school, parents must understand that mobile phones present a huge problem to schools.

The vast majority of problems that schools face either originate from, or are made significantly worse, by mobile phones.

Further details on our approach to mobile phone are detailed on our **E-Safety Policy**, which can be found [here](#), and our **Behaviour Policy**, which can be found [here](#), and our **Electronic Device Policy**, which can be found [here](#).

In terms of mobile phones in school, parents and students should be aware:

- Our advice is that students should not bring a mobile phone to school.
- Where a student does bring a mobile phone to school, it should be switched off at all times, and kept safely in student's bag, or zipped coat pocket.
- Any student using a mobile phone on site will see this phone confiscated and placed in the school safe, for collection at 3:15pm.
 - o Where a student is persistently failing to meet these simple expectations, a mobile phone may be kept for longer, or until a parent can collect it
 - o Where there are concerns about the contents of a student's mobile phone (for example when investigating safeguarding or bullying issue), a student's phone may also be kept by the school.
- EBA will NOT investigate the loss or theft of a mobile phone.