



Joseph Leckie Academy

Uniform and Appearance Policy Leadership, Empathy, Community, Kindness, Integrity and Environment

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Our Motto

Learn together, lead together

Our Vision

We are a community with the courage to learn and lead together. We believe in equality of opportunity and support the achievement and wellbeing of all. We work to improve ourselves and each other, acting with integrity, empathy and kindness and celebrating one another's successes. We care for our surroundings and believe in our ability to inspire as well as achieve.

Our Mission

At Joseph Leckie Academy, we will:

- Promote our values of empathy, kindness and integrity.
- Value ourselves and each other equally.
- Set high expectations, promote values-driven leadership and encourage a strong sense of community so that every member of the Academy can achieve highly and flourish.
- Ensure that every student leaves education with the qualifications, knowledge and skills required to make positive lifestyle choices, to lead healthy and successful lives and to contribute positively to society, enriching their lives and the lives of others.
- Act as guardians of our Academy and the wider environment so that future generations may continue to benefit from and enjoy the highest quality resources and opportunities.

Our Core Values

LEADERSHIP - We believe in taking positive action and leading others, doing what is right and taking responsibility for our actions.

EMPATHY - We believe in putting ourselves in the shoes of others and thinking carefully about how our actions will affect other people.

COMMUNITY - We believe that everything we do should be done in partnership with and for the benefit of our community. We work closely together with members of the community towards a common purpose.

KINDNESS – We believe that being kind to others and to ourselves is essential for a harmonious, thriving community.

INTEGRITY - We believe in being honest, doing things properly, fairly and for the right reasons.

ENVIRONMENT - We believe that we have a responsibility to protect and enhance our local, national and global environment and are passionate about leaving things in a better way than we found them.

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1.1 Introduction

The Department for Education strongly encourage schools to have a uniform as it can play a key role in:

- promoting the ethos of a school
- providing a sense of belonging and identity
- setting an appropriate tone for education.

At Joseph Leckie Academy we have high expectations and standards of uniform to support effective teaching and learning by contributing to the ethos of the Academy.

1.2 Objectives of the uniform policy:

- Promotes a sense of pride in the Academy in line with our values.
- Ensures that the students appear as good ambassadors in the community.
- Engenders a sense of community and belonging towards the Academy.
- Is practical and smart.
- Identifies the students with the Academy.
- Makes students feel equal to their peers in terms of appearance and helps nurture cohesion between different groups of pupils.
- Is regarded as suitable and good value for money.
- Has been designed with health and safety in mind.

1.2 The Academy Uniform

Unless otherwise stated, the items below are compulsory. All items of clothing need to be suitable for a school environment and of an appropriate and professional length.



In developing our school uniform policy, we have prioritised affordability and accessibility to ensure that all students can adhere to the dress code without undue financial burden. We have deliberately minimised the number of branded items required. This decision aligns with the Department for Education's statutory guidance on the cost of school uniforms, which advises schools to keep branded items to a minimum to reduce costs for Parents/Carers. Our aim is to provide a uniform that is both practical and inclusive, while maintaining a sense of identity and pride within Joseph Leckie Academy.

Sixth Form students are required to wear smart professional business clothing. See separate Sixth Form Uniform Policy. Information regarding our PE kit can be found on our school website using the link below.

<https://www.josephleckieacademy.co.uk/uniform>

Blazers:

Blazers are compulsory and must be always worn, unless permission is given by the class teacher to remove in lessons or, if during social times, students are engaging in physical activity. Outdoor tops must not be worn in place of a blazer or underneath a blazer. Blazers must be always worn and not carried or tied around the student's waist. The Principal will notify students when blazers and/or ties may be removed, such as during periods of hot weather. On designated no-blazer days, outdoor jackets or jumpers must not be worn in place of the blazer and shirts must be tucked in at all times.

Footwear:

Students must wear plain black, leather-type shoes (without logos) as part of their formal uniform. Footwear should be low-heeled and suitable for school, offering adequate protection in wet weather. Plain black boots may be worn under trousers, provided the trouser covers the boot, but are not permitted with skirts. During snowfall, waterproof or leather boots may be worn.

Trainers, canvas shoes, and pumps are not allowed. If a student arrives in unsuitable footwear, Parents/Carers will be contacted, and the student may be loaned a pair of school shoes to be returned at the end of the school day. Exceptions will only be made if Parents/Carers have informed Academy staff of a genuine reason preventing the student from wearing school shoes.

Trousers and skirts:

Students must wear plain black, hard-wearing school trousers or skirts. Leather, denim, jeggings, leggings, and combat-style clothing are not permitted. Trousers and skirts must not feature studs, zips, logos, or be clingy/stretchy in fit. See-through skirts, leggings, pop socks, and knee-length socks may not be worn with skirts.

Ties and shirts:

Ties must be properly tied with the emblem clearly visible. Any ties that have been defaced will be removed, and a replacement must be purchased from Reception. Shirts should be neatly tucked in at the waist.

Lanyards and ID badges:

These must always be worn around the neck and be visible. Any lost or defaced lanyards/ID badges must be purchased through Arbor.

Extra items:

A plain warm outdoor coat may be worn over the blazer but not in place of the blazer. A **small** logo/brand/badge is permitted. Winter hats, scarves and gloves should be removed on entering the building.

Sports tops, denim, leather/leather look jackets, hooded tops (zipped or otherwise), fashion jackets, sweatshirts, baseball caps, flat caps and durags are banned and will be confiscated if seen on the Academy site.

Parents/Carers will be informed via Class Charts if an item has been confiscated.

Personal Appearance

Make-up:

Discreet make up is allowed. Nails must be kept short for health and safety reasons. False nails (gel or acrylic) and varnished are not permitted, False eyelashes should not be worn at any time. Parents/Carers will be contacted and asked to arrange to have such items removed.

Hair:

The Academy does not permit extreme hairstyles. Excessively bright or unusual colours or any extreme contrasts in shaving of a student's hair/tramlines or slits shaved into eyebrows are not permitted. Hair accessories should be discreet and plain in colour. Large hair accessories such as bandanas or large flowers/bows are not allowed.

Jewellery:

For health and safety reasons, students are discouraged from wearing jewellery to the Academy, and the Academy is not responsible for any lost items.

Students may wear one simple ring per hand, one plain or discreet bracelet per wrist, and a single stud in each ear lobe. A small, single stud is permitted in the nose, but no other facial piercings are allowed. Following an ear or nose piercing, a plaster must be worn for 10 school days, after which a retainer is required. Chains must be kept under the collar. Items displaying political messages, slogans, or ideology are not permitted.

Any banned items or those exceeding the stated limits will be confiscated if seen on the Academy site, and Parents/Carers will be notified via Class Charts.

The Role of Parents

We ask all Parents/Carers who send their children to our Academy for their support of the Academy's uniform and appearance policy and believe that Parents/Carers have a duty to send their sons/daughters to school correctly dressed and ready to learn. Parents/Carers should ensure that their child has the correct uniform, and that it is clean and in good repair.

Parents/Carers are advised not to allow their child to bring any items that are banned to the Academy, especially those of high value, as the Academy will not take any responsibility for items that may be damaged or lost.

If a Parent/Carer requires a modification to the Academy uniform policy for their child, they should initially present their request to the Principal. If a specific item of school uniform or dress code presents a challenge for a SEND student or is problematic due to health-related reasons, Parent/Carer may raise the issue with the Principal.

Ensure all clothing items are labelled with your child's name. The Academy is not responsible for lost items. As trends evolve rapidly, this policy does not provide an exhaustive list of items that are banned. Therefore, additional uniform sanctions may be imposed at the Principal's discretion.

Rewards

Member of the Academy staff may award positive points on Class Charts for students who regularly meet the Academy's uniform and appearance expectations. Positive points accrued by students may be redeemed for awards from the Class Charts Rewards Store.

Sanctions

Make-up removal wipes (for excessive make-up) and nail polish remover are available to remove these.

For disregard of the uniform and appearance policy, a member of staff, usually from the pastoral team, will:

- Inform Parents/Carers through Class Charts and/or call to discuss the issue.
- Provide the missing or appropriate item from the stock held in school or agree with the Parents/Carers that they bring in the missing or appropriate item immediately. On occasion, a uniform pass may be issued by a member of the pastoral team.
- Students who refuse to borrow items may be placed in internal reflection and Parents/Carers informed.
- Confiscate non-uniform items of clothing or jewellery which will be kept in the relevant Hub. Items will need to be collected by the student usually at the end of the day.
- In some cases, such as persistent failure to meet standards, the item may be confiscated for longer and/or Parents/Carers will be requested to collect the item from the Academy.

Defiance or persistent disregard of the uniform and appearance policy (including jewellery and make-up) will lead to more serious sanctions including a period of internal reflection in the relevant Hub or in serious cases an internal/external suspension.