



FUTURE ACADEMIES

LIBERTAS PER CULTUM

UNIFORM AND EQUIPMENT POLICY

2020-22

Future Academies Watford

Uniform and Equipment Policy 2020-21

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Section 1: Introduction

1.1 Principles

Future Academies Watford promotes excellence and aspiration in everything its students do. The academy uniform is designed to reinforce this spirit of excellence, encouraging students to take pride in belonging to their school community. Our uniform is smart and practical and, as such, it presents a professional and business-like image that enables students to act as ambassadors for their school and for Future Academies.

At Future Academies Watford, we believe that having an academy uniform achieves three important goals:

- It encourages a sense of community identity and pride. By wearing the same badge and the same clothing, students are encouraged to think of the needs of the community as well as their own individual needs.
- It encourages our students to develop habits for life. By learning to polish their shoes, fold their trousers or hang up their blazers, students learn habits of discipline and personal responsibility that will stay with them for life.
- It prevents unkindness or bullying while keeping costs down. By requiring all our students to wear the same low-cost uniform, we reduce the incentive for students to ask parents for the latest (and most expensive) items of fashion. As a result, costs are kept as low as possible and no child can be identified as being poorer or wealthier than any other.

High standards of presentation are required at all times when wearing the academy uniform. The uniform must be complete and must not be mixed with non-uniform clothing. In addition, we expect all students to take pride in their personal appearance: clothes should always be clean and smartly presented, hair should be neat and tidy and no jewellery should be worn (except where agreed on grounds of faith). We expect shoes to be polished at least once each week, and we expect students to wear a clean shirt every day. We expect sports kit to be washed every time it is worn. It is important to stress that our uniform expectations apply both when students are on the academy premises as well as when they are travelling to and from the academy, when they are on school trips, or when they are otherwise representing our school in the community.

For our uniform policy to be successful, it must be implemented universally and without exception. Our parents and carers understand this, and they therefore support us at home to uphold the academy's high standards.

We understand that, for some families, finances may be tight. We believe that, by having a strict uniform policy and by doing all we can to keep items of fashion out of the academy, we help families to keep costs down. Nevertheless, if you do have an individual problem, or if you are unsure about an item of clothing, please do not hesitate to contact your child's Head of Year who will deal with your enquiry in the strictest confidence.

If in any doubt about the details of the uniform policy, and to save time and anguish, parents should contact the academy. It is better to check with a member of staff than to rely on assurances from students as these are sometimes incorrect.

1.2 Scope

The uniform policy applies to all students whenever they are in school, travelling to and from school or otherwise representing the academy.

The academy uniform or sports kit must be worn in their entirety. Students should not ‘mix and match’ the two, nor wear either alongside non-uniform items. If students wish to wear their own clothes after school, they must return home and change completely out of their uniform.

Whilst any item of academy uniform or sports kit is being worn, the Behaviour Policy and Uniform and Equipment Policy apply in their entirety.

Section 2: Uniform and Equipment

2.1 Academy Uniform

At Future Academies Watford, students must only wear skirts, trousers, jumpers, blazers and ties that have been purchased through our official supplier. In addition, they must also have the official Future Academies Watford schoolbag and sports kit, both of which can also be purchased through this supplier. In this way, we ensure that each student looks smart and as professional, and that we uphold a consistent standard of dress and appearance.

Our supplier also offers shirts, socks and other items, but it is not compulsory for parents to purchase these items through our supplier.

All items not marked with an asterisk in the uniform and sports kit lists must be completely plain. No logos, patterns or embellishments of any kind are allowed. Should there be any questions regarding acceptable academy uniform, please contact the academy to check before purchase.

Please note that some items are compulsory, whereas others are optional. Items marked with an asterisk (*) can only be bought via the following supplier: [Smarty Schoolwear](#)

Girls	Boys
<p>Compulsory items</p> <ol style="list-style-type: none"> 1. Navy blue <i>Future Academies Watford</i> blazer with badge* 2. <i>Future Academies Watford</i> tie* 3. <i>Future Academies Watford</i> navy blue skirt* or <i>Future Academies Watford</i> trousers*+ 4. <i>Future Academies Watford</i> navy blue bag with badge* 5. White collared shirt 6. Plain navy or black tights or socks (see additional guidance below) 7. Black, flat, leather-fronted, logo-free shoes (see additional guidance below) <p>Optional items</p> <ol style="list-style-type: none"> 8. <i>Future Academies Watford</i> navy blue jumper with badge* 9. Navy blue or black coat without logos/patterns, no denim/leather 10. Plain navy or black winter gloves without logos 11. Plain navy or black winter scarf without logos 12. Plain navy or black winter hat without logos 	<p>Compulsory items</p> <ol style="list-style-type: none"> 1. Navy blue <i>Future Academies Watford</i> blazer with badge* 2. <i>Future Academies Watford</i> tie* 3. <i>Future Academies Watford</i> navy blue trousers*+ 4. <i>Future Academies Watford</i> navy blue bag with badge* 5. White collared shirt 6. Plain navy or black socks (white socks are not permitted) 7. Black, flat, leather-fronted, logo-free shoes (see additional guidance below) <p>Optional items</p> <ol style="list-style-type: none"> 8. <i>Future Academies Watford</i> navy blue jumper with badge* 9. Navy blue or black coat without logos/patterns, no denim/leather 10. Plain navy or black winter gloves without logos 11. Plain navy or black winter scarf without logos 12. Plain navy or black winter hat without logos

2.2 Tights and Socks

Girls are required to wear plain navy or black tights during the autumn and spring term.

During the summer term girls may wear plain black or navy blue ankle socks as an alternative to tights. These must be full ankle socks and not trainer socks. White socks are not permitted.

2.3 Shoes

Academy shoes should be black, flat, leather-fronted and logo-free. The style should be traditional, avoiding the appearance of a trainer.

Some specific styles that are not permitted include:

- Boots or ankle boots
- Trainers
- Plimsolls
- Styles that appear to be more trainers or plimsolls than professional black shoes
- Suede, fabric or canvas shoes
- Shoes with heels
- Styles with obvious logos or branding
- Styles with elaborate buckles, decorations or patterns

This list is not exhaustive and the academy's decision on what is and is not acceptable is final. If parents are unsure as to whether a particular style will be accepted, they must send a picture of the shoe to the academy before purchasing.

Parents who are struggling to find acceptable affordable shoes are encouraged to contact the academy who will be happy to recommend appropriate footwear.

Please note that, even though shoes may be sold in the 'school' section of shops or online retailers, these may not be within our guidance as to what is acceptable.

Acceptable Styles	Unacceptable styles
	

2.4 Coats and Outside Clothing

No coats are to be worn over or under the academy blazer inside the building.

Coats are to be plain navy or black without logos or patterns.

Scarves, gloves and hats are not to be worn inside the academy building at any time.

Hoodies are a banned item and are not to be brought into the academy.

No hoods are to be up whilst on the academy site, except when it is raining.

2.5 Sports Kit

Students must have the compulsory items (1 – 5) for PE. They will not be allowed to wear their own winter clothes for PE and, if they choose to wear additional garments for warmth, these must be items 6 – 10 on the list. All items must be clearly marked with the student's full name.

All items marked with an asterisk* must be purchased through [Smarty Schoolwear](#)

Girls	Boys
<p>Compulsory items</p> <ol style="list-style-type: none"> 1. <i>Future Academies Watford</i> white polo shirt with logo* 2. <i>Future Academies Watford</i> navy PE shorts with logo* 3. Navy blue PE socks* 4. Black, blue or plain white trainers, with only discreet logos. Trainers must not have spikes. 5. A plain navy blue or black bag for sports kit which must accompany, rather than replace, the academy bag <p>Optional items</p> <ol style="list-style-type: none"> 6. <i>Future Academies Watford</i> grey PE sweatshirt* 7. <i>Future Academies Watford</i> navy blue tracksuit bottoms* 8. <i>Future Academies Watford</i> navy blue tracksuit top* 9. Navy blue sport leggings – this must be worn with navy branded PE shorts 10. White unbranded base layer top – this must be worn under the white branded polo shirt 11. Football boots, shin pads, gum shield 	<p>Compulsory items</p> <ol style="list-style-type: none"> 1. <i>Future Academies Watford</i> white polo shirt with logo* 2. <i>Future Academies Watford</i> navy PE shorts with logo* 3. Navy blue PE socks* 4. Black, blue or plain white trainers, with only discreet logos. Trainers must not have spikes. 5. A plain navy blue or black bag for sports kit which must accompany, rather than replace, the academy bag <p>Optional items</p> <ol style="list-style-type: none"> 6. <i>Future Academies Watford</i> grey PE sweatshirt* 7. <i>Future Academies Watford</i> navy blue tracksuit bottoms* 8. <i>Future Academies Watford</i> navy blue tracksuit top* 9. Navy blue sport leggings – these must be worn with navy logo PE shorts 10. White unbranded base layer top – this must be worn under the white branded polo shirt 11. Football boots, shin pads, gum shield

Students who are unable to participate in a PE lesson owing to injury are still expected to bring their full PE kit, as well as a note from their parents/carers requesting that they be excused. Excused students will be able to participate through coaching and officiating roles.

2.6 Equipment

Every student must have the following equipment with them every day:

- A student planner (issued by the academy)
- A reading book
- A scientific calculator
- A transparent pencil case containing:
 - a black pen (and a spare black pen)
 - a green pen
 - a pencil

- a ruler
- a rubber
- a pencil sharpener (preferably with its own compartment for shavings)
- a highlighter

- A packet of tissues
- A plain water bottle

The presence of the above items will be regularly checked during Tutor Time and students will be sanctioned if they don't have them.

In addition, students may also wish to bring with them the following (non-compulsory) items:

- Colouring pencils
- A glue stick
- An English dictionary
- A foreign language dictionary

2.7 Labelling

We strongly advise that all items of clothing are clearly marked with the students' full name. With hundreds of students owning identical uniforms, it is much more likely that lost items will be returned if they are named. Labels are available through our school uniform supplier for this purpose. Black permanent markers may be used, but names should be written largely, clearly and in full (not initials).

Section 3: Presentation and Appearance

3.1 The appropriate wearing of uniform

The following points about general appearance should be noted:

- Blazers must be clean and well-maintained. They must be worn at all times when moving around the academy site as well as en route to and from the academy. Sleeves must not be rolled up and only academy-issued badges may be worn.
- Shirts must be tucked in at all times. Top buttons must always be fastened. Shirts must have no logos and should not be in a fitted design.
- Jumpers are an optional item. However, if a jumper is worn, it must be the academy jumper.
- Ties must be worn with a neat knot covering the top button and with the bottom of the tie touching the waist.
- Skirts must be knee-length and not shortened by being rolled up at the waist.
- Outdoor coats and winter garments must be removed upon entering the building.

3.2 Hair styles

For all students, hair must be maintained in a conventional and understated style. Hair must be maintained, clean and neat. Individual fashion statements or overly-styled haircuts are not permitted. Hair must not be obviously dyed and may not be anything other than a natural colour.

No lines, markings or intents are allowed in the hair or eyebrows. Styles that hide the face or may block the view of others in class are not permitted.

There should be no contrast between the top of the hair and the sides. Short sides must be faded gradually into the top of the haircut so there is no noticeable 'step' or layering.

Hair should be no shorter than Grade 2.

If worn long, hair must be well-kept and tidy and allow the face to be seen. Extremely long hair must be tied back.

Braids and hair extensions are allowed, but must be kept neat and must be indistinguishable from the hair colour.

Hair accessories must be plain black and without patterns.

The detail above, including the list of prohibited styles, is not exhaustive and the academy's decision on what is and is not acceptable is final.

3.3 Jewellery

Future Academies Watford operates a strict 'no jewellery' policy for both boys and girls. Bracelets, rings, earrings, studs and necklaces are not permitted.

The only exception to this is the wearing of a discrete watch with a plain strap. Smart watches are not allowed as these may distract from learning and would also not be permitted in public examinations.

3.4 Make-up

Students in Years 7 – 11 are not permitted to wear make-up. Nail varnish of any description, as well as nail extensions/acrylics, are similarly forbidden. Students are not allowed to wear henna.

Students in the sixth form may wear make-up, but this must be natural and subtle. The academy reserves the right to make final judgements on what is and is not appropriate.

3.5 Belts

If a student wears a belt, it must be plain black and leather (or leather effect). It should have one demure buckle.

3.6 Items of religious significance

Some girls may choose to wear headscarves. If so, these headscarves must look conventional and understated in style.

- Headscarves must be black or navy blue.
- Pins or clips must be small, dark in colour and understated.
- There can be no decorations such as sequins or patterns.
- Material must not be too long at the front or the back so as to obscure the uniform or look untidy. At the front, headscarves material must not go below the V-neck of a jumper or equivalent.
- If students choose to wear a headscarf, it must completely cover the hair.

Some boys may choose to wear a turban. If so, these turbans must look conventional and understated in style.

- Turbans must be black or navy blue.
- There can be no decorations such as sequins or patterns.

The Principal may grant relevant exemptions from specific aspects of the uniform policy, but only where this is required as a matter of sincere religious observance and where this can be substantiated by a letter from the leader of the relevant religious community. The academy's decision is final.

Section 4: Banned Items

The academy has the legal power to confiscate any items that it has banned. The rules on confiscation are applied without exception. Banned items will be confiscated, regardless of to whom they belong.

High value objects such as mobile phones and electronic devices will be kept in a secure place until the end of the confiscation period. Mobile phones will be confiscated, parents contacted and collected at the end of the day in the first instance. Any further incidences will result in the mobile phone be confiscated for a fortnight. All other confiscated items will be kept until the end of the half term.

The academy will not accept any liability for any claim arising from theft, accidental loss or damage to personal effects, money, belongings or clothing whilst on the premises, even if lost after being confiscated by the academy.

The following items are banned at the academy:

<ul style="list-style-type: none"> • Mobile phones (students may have a mobile switched off in the bottom of their bag, but it will be confiscated if it is seen or heard at any time) • Jewellery • High value items and electronic items (MP3 players, iPads or similar) • All non-uniform items of clothing, including: <ul style="list-style-type: none"> - Hoodies and non-academy jumpers - Baseball caps - Jewellery (with the exception of a watch) - Handbags • Fizzy drinks and 'energy' drinks • Large quantities of confectionary beyond that which a student could reasonably consume on their own in a day • Chewing gum • Glass bottles and containers 	<ul style="list-style-type: none"> • Toys, laser pens and fidget spinners • Birthday accessories (e.g. large badges, sashes or balloons) • Metal afro combs • Aerosols or sprays • Fireworks, bangers, firecrackers, etc. • Drugs, tobacco or alcohol, including any related paraphernalia • Vaping equipment • Pointed objects/blades • Any item that is deemed by the Leadership Team to disrupt learning • Any item deemed to be a weapon • Any other item/substance that is prohibited by law
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Section 5: Policy Infringements

The academy is a place of learning and not a place to demonstrate or show off the latest fashion accessories, clothes or footwear. Our uniform policy encourages a sense of pride, belonging and loyalty to the community of which all students are members. The policy also removes any visible manifestations of inequality. The policy is applied consistently and without exception – 'every day, every child, no excuses'. Students are expected to adhere to the policy at all times, including on their journey to and from the academy.

When a student is not dressed in the full uniform or does not have the expected appearance, they will not be permitted to attend lessons. In such cases, and if parents can be contacted and informed, students will be sent home to rectify the infringement and return, or alternatively will undertake supervised work within the Internal Exclusion room until the correct uniform is brought to them, or until they are of the expected appearance.

When a student is missing a compulsory piece of equipment or an item of PE kit, they will sit a detention after school the same day.

Section 6: Sixth Form dress code

Sixth Form students are expected to wear formal business dress. They must be smartly dressed at all times, as they would be if working in a smart professional environment.

Boys	Girls
<p>Compulsory items</p> <ul style="list-style-type: none"> • Formal business suit (free choice of colour, although the trousers and jacket must match) • Formal business shirt (free choice of colour) • Sixth Form Tie (choice of two designs, will be provided at Sixth Form induction) • Smart formal shoes (leather-fronted) • Lanyard with identity card (must be worn at all times) • White socks are not permitted <p>Optional items</p> <ul style="list-style-type: none"> • A plain v-neck jumper, to be worn under the suit jacket, not instead of it 	<p>Compulsory items</p> <ul style="list-style-type: none"> • Formal business suit (free choice of colour, skirts must be at least to the knee, no stretchy lycra skirts allowed, trousers must be full length)* • Formal blouse or shirt (free choice of colour, no cold-shoulder or revealing shirts permitted) • Smart formal shoes (only modest heels permitted) • Lanyard with identity card (must be worn at all times) <p>Optional items</p> <ul style="list-style-type: none"> • A plain v-neck jumper, to be worn under the suit jacket, not instead of it

*Girls wishing to wear the Islamic dress should wear a simple silhouette black jilbab and a hijab which should not be too colourful. Both garments should not be over-embellished. A formal business jacket must be worn.

The following are not permitted:

- Casual trousers (e.g. combats, track suits, leggings)
- Casual tops (e.g. track suit, fleeces, T-shirts, hooded tops)
- Casual shoes (e.g. trainers, pumps, canvas shoes, boots)
- Any jumper other than a plain v-neck
- Trousers, shirts, blouses or skirts made from denim or leather
- Shorts, cropped trousers, tight narrow legged trousers
- Sportswear
- Revealing clothes
- Patterns or shapes cut into hair or eyebrows
- Brightly coloured hair
- Overly conspicuous jewellery (e.g. oversized earrings or necklaces)
- Visible tattoos and body piercings

Students in the Sixth Form may wear natural-looking make-up and subtle jewellery. The academy reserves the right to make final judgements on what is and is not appropriate.

Students will be sent home if they do not conform to the Dress Code. Parents 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 student will be issued with a Penalty Point and sent home to change.

Sixth Form students may bring mobile phones, MP3s, iPods etc. with them to the academy but they are only permitted to use them in designated areas. If a student is seen using any such item outside of a designated area, the item will be confiscated and returned at the end of the day. Any further discretions will be dealt with in line with the Sixth Form behaviour procedures, which includes the issuing of Penalty Points and confiscation for a fortnight.

It is beyond the scope of the policy to provide guidance on every eventuality. If in any doubt about the appropriateness of a garment, students should check with their Head of Year before purchasing it.

Future Academies | Uniform and Equipment Policy

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