

## **Mossbourne Federation Secondary Uniform & Appearance Policy**

Injustice, discrimination and intolerance go against the core tenets of the Mossbourne Federation ethos.

We actively reject discrimination in our academies through confronting discrimination, should it occur, and through regular reviews of our working practices and policies at all levels, including board level. We are committed to developing and supporting inclusivity, diversity and anti-racism in every facet of what we do.

All stipulations in our policy and expectations will be applied with full consideration of our students' cultural, social, religious background and gender.

### Objectives of the Uniform and Appearance Policy

Both Mossbourne Community Academy and Mossbourne Victoria Park Academy's Uniform and Appearance Policy has full regard for the Department for Education's Guidance on School Uniform (September 2013) in which the DfE strongly encourage schools to have a uniform as it can play a valuable role in contributing to the ethos of a school and setting an appropriate tone.

There are five objectives behind each academy's Uniform and Appearance Policy:

1. Equality
2. Unity
3. Wellbeing
4. Self-Discipline and Respect
5. Excellent Outcomes

### Equality

Having a Uniform and Appearance Policy removes the potential for a socio-economic, gender and cultural divide and thereby fosters an egalitarian culture in the academy. It places students from a range of backgrounds on a level footing amongst peers from their first day on roll.

### Unity

Having a Uniform and Appearance Policy improves cohesion and creates a sense of belonging to a school community. It reduces superficial distractions thereby creating a sense of unity and purpose (this is an essential element of successful collaboration) in the classroom, in the playground and when travelling to and from the academy. As a result of this sense of unity, students feel proud to be a 'Mossbournian' and want to represent themselves and the academy in the best possible light.

### Wellbeing

Having a Uniform and Appearance Policy makes it possible for students to build relationships through genuine networking skills and interests rather than popularity. It reduces the opportunities for cliques or negative group identities to form and/or be brought into school. Students' self-confidence is increased when they do not feel pressured to wear certain types of clothes or have the latest haircut and the

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opportunities for bullying are significantly reduced. Students are valued for their character and achievements rather than appearance.

#### Self-Discipline and Respect

Having a Uniform and Appearance Policy means that students engage with their education before they even arrive at the gates. It requires self-discipline and organisation to consistently adhere to any policy, daily, and the self-discipline becomes habitual and is gradually transferred to other aspects of education, including behaviour and study skills.

#### Excellent Outcomes

If students' appearance is equal, students are united in their purpose, feel safe and valued, are self-confident, self-disciplined and respectful then they acquire the foundational skills and sense of self required for success. Having a Uniform and Appearance Policy, as well as contributing to this foundation, leads to excellent outcomes because the collective focus is on teaching and learning; potential distractions have been removed from the classroom environment and time is not lost dealing with potential bullying issues related to appearance.

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## MOSSBOURNE COMMUNITY ACADEMY UNIFORM AND APPEARANCE EXPECTATIONS

It is expected that all students will travel to and from the academy every day in neat, clean uniform as specified below, giving the clear message that our students take pride in belonging to the Academy.

Any student who breaks a condition of the Mossbourne Uniform and Appearance Expectations will receive a sanction in line with the behaviour policy and may be sent home, removed from normal circulation or placed in the Behaviour/Learning Support Unit. As per the Home Academy Agreement, parents/carers must support their child in adhering to this policy.

It is strongly recommended that parents/carers are present when uniform is purchased and haircut appointments take place.

The Academy's uniform supplier is:

Crossbow Schoolwear Trutex  
31 Broadway Market  
Hackney E8 4PH  
020 7923 9313  
crossbow.schoolwear@hotmail.com

Option A	
Item	Expectation
Academy blazer	The blazer must be worn correctly at all times. Please note, students will be advised when they are permitted to remove blazers outside of the classroom due to weather conditions.
Academy grey skirt <b>or</b> trousers	Academy skirts may be worn in two lengths, i.e. knee length or mid-calf length. Academy trousers must be worn on the waist. Wearing both items at the same time is not permitted.
Black belt	Only black belts with a small, plain buckle are permitted. Belts must be worn inside belt loops.
Academy blouse	Must be tucked into the skirt or trousers with all buttons done up.
Academy jumper or academy tank top	This is an optional item if students wish to wear an additional layer to keep warm.
Plain black socks/black opaque tights	Socks must be ankle length. Trainer socks are not permitted. Tights must be 60 denier+.
Academy coat	No alternative coats are permitted.
Flat, black leather shoes*	Shoes must be plain, smart and business like; they must not look like a trainer or plimsoll. Shoes should not be suede, patent, have any coloured stitching or have any embellishments. *Boots must not be worn with a skirt. The academy retains the final decision on whether a shoe is in line with the policy.
Mossbourne Academy hat and scarf (and gloves).	These items are optional and should only be worn in the winter months. Only hats and scarves purchased from the uniform shop are permitted. Gloves must be plain and black with no logos.
Hair	Hair must always be kept off the face and not fall below the eyebrows. Hair that falls below the collar should be tied back: tied hair should be styled in such a way that it is in one unit. For hair that falls below the collar and cannot be tied at the back of the head, a larger headband should be used to keep the hair in one unit. Distinct shape-up/shaping of the hairline is not permitted and there should be no hair markings or shapes cut into the hair. There must be no distinct contrast (including 'step') between the top, the back and the sides of the hair; any short sides and back must be blended gradually into the top of the hair. Black (MVPA), black, grey or red (MCA) hairbands may be used to tie hair back but must not be worn on the wrist. Hair must be the student's natural colour. Eyebrows must not be shaved or have any markings in them.

	<p>Facial hair must be clean shaved or natural and not styled.</p> <p>The academy retains the final decision on whether hair, including facial hair, is in line with the policy.</p>
Jewellery	<p>No jewellery is permitted, except for a single/pair of small, plain, round gold or silver stud earrings in the lobe of the ear.</p> <p>Diamante stud earrings are not permitted.</p> <p>No other form of body piercing is allowed.</p> <p>A watch may be worn providing its only function/feature is telling the time e.g., no smartwatches, watches with alarms or sound effects, watches with calculators or video/audio recording capability.</p> <p>Jewellery and watches must be removed before all P.E. lessons.</p>
Head covering	<p>Only the academy head scarf may be worn for religious or cultural reasons.</p> <p>Faces must always be fully visible; full or partial face coverings are not permitted.</p>

<b>Option B</b>	
<b>Item</b>	<b>Expectation</b>
Academy blazer	The blazer must be worn correctly at all times. Please note, students will be advised when they are permitted to remove blazers outside of the classroom due to weather conditions.
Academy trousers	Academy trousers must be worn on the waist.
Black belt	A belt must be worn with this uniform. Only black belts with a small, plain buckle are permitted. Belts must be worn inside belt loops.
Academy shirt	Must be tucked into the trousers with all buttons done up.
Academy tie	A tie must be worn with this uniform. The tie must be worn correctly i.e. covering all the buttons of the shirt.
Academy jumper or academy tank top	This is an optional item if students wish to wear an additional layer to keep warm.
Plain black socks	Socks must be ankle length. Trainer socks are not permitted.
Academy coat	No alternative coats are permitted.
Flat, black leather shoes	Shoes must be plain, smart and business like; they must not look like a trainer or plimsoll. Shoes should not be suede, patent, have any coloured stitching or have any embellishments. The academy retains the final decision on whether a shoe is in line with the policy.
Mossbourne Academy hat and scarf (and gloves)	These items are optional and should only be worn in the winter months. Only hats and scarves purchased from the uniform shop are permitted. Gloves must be plain and black with no logos.
Hair	<p>Hair must always be kept off the face and not fall below the eyebrows.</p> <p>Hair that falls below the collar should be tied back: tied hair should be styled in such a way that it is in one unit.</p> <p>For hair that falls below the collar and cannot be tied at the back of the head, a larger headband should be used to keep the hair in one unit.</p> <p>Distinct shape-up/shaping of the hairline is not permitted and there should be no hair markings or shapes cut into the hair.</p> <p>There must be no distinct contrast (including 'step') between the top, the back and the sides of the hair; any short sides and back must be blended gradually into the top of the hair.</p> <p>Black (MVPA), black, grey or red (MCA), hairbands may be used to tie hair back but must not be worn on the wrist.</p> <p>Hair must be the student's natural colour.</p> <p>Eyebrows must not be shaved or have any markings in them.</p> <p>Facial hair must be clean shaved or natural and not styled.</p> <p>The academy retains the final decision on whether hair, including facial hair, is in line with the policy.</p>
Jewellery	<p>No jewellery is permitted, except for a single/pair of small, plain, round gold or silver stud earrings in the lobe of the ear.</p> <p>Diamante stud earrings are not permitted.</p> <p>No other form of body piercing is allowed.</p> <p>A watch may be worn providing its only function/feature is telling the time e.g., no smartwatches, watches with alarms or sound effects, watches with calculators or video/audio recording capability.</p> <p>Jewellery and watches must be removed before all P.E. lessons.</p>

Head covering	Only the academy head scarf may be worn for religious or cultural reasons. Faces must always be fully visible; full or partial face coverings are not permitted.
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Item - PE Kit	Expectation
Academy polo shirt or academy sweatshirt with black track suit bottoms or shorts	Track suit bottoms or shorts must be plain, without any logos. Sweatshirt may be worn as an optional item over the polo shirt.
Academy Rugby shirt with white shorts	Shorts must be plain, without any logos.
White academy t-shirt with white shorts	This is an optional set to be worn in the summer months. Shorts must be plain, without any logos.
Base or thermal underlayer	This is an optional item that should match the colour of the shirt (MCA only), or otherwise not be visible.
White football socks	Must be plain, without any logos.
Training shoes	Only permitted for PE and playing in the playground. Plimssoles, converses or high-tops are not considered suitable. These must not be worn at any other time.
Shin Pads	Worn for football.
Gum Shield	Worn for rugby lessons.
Towel	Must be stored in a suitable bag when wet.
Roll on deodorant	Spray deodorants are not permitted.
Bottle of water	Should be refilled outside of lesson times i.e. before school, break, lunch or after school.

### Additional Items and Issues

- Students must adhere to the Uniform and Appearance Policy on the way to and from the Academy.
- Uniform exceptions may be made by the Principal but only where this is required as a matter of sincere religious observance. The Principal's decision is final.
- Underclothing, including thermals and vests, must not be visible.
- No make-up or nail varnish may be worn. Lip balm can be used but must not alter the natural appearance of the lips and must never be applied during lessons.
- Students may not write or draw on their skin, this includes having permanent or temporary tattoos that are visible.
- The Principal has ultimate discretion in establishing what is and is not acceptable.