



**Hermitage
Academy**

Uniform Policy

Review date: September 2023

Date of next review: September 2025



**North East
Learning Trust**

Review history

Review Date	Reviewer	Approved by	Date approved	Implementation
September 2023	Head of School	Executive Head	September 2023	September 2023
September 2025				

Recent revisions

Issue No.	Date	Revisions made
2	September 2023	Included information relating to pre-loved uniform and updated sixth form dress code.
3	December 2024	Updated to include reference to religious head coverings

1. Introduction

Hermitage Academy is part of the North East Learning Trust, and the uniform policy supports the high standards of the Trust and the Academy as well as ensuring a strong sense of identity amongst our students. The Uniform and Equipment Policy that applies to all students within the Academy.

2. Aims

The Trust and the Local Academy Council have a duty to ensure that Trust and Academy policies promote good behaviour and discipline amongst the student body.

We believe that a proper Academy uniform is important because it:

- Instils pride in students and the wider community.
- Encourages identity with, and support for the Academy's ethos.
- Protects students from social pressures to dress in a particular way.
- Nurtures cohesion and promotes good relations between groups of students.
- Supports effective teaching and learning

3. Purchasing Uniforms

The uniform supplier for the Trust is Emblematic and orders can be placed online at www.emblematic.co.uk or by emailing orders to orders@emblematic.co.uk

The Academy has established links with two charity shops in Chester-Le-Street, St Cuthbert's Hospice, 172 Front Street, Chester-Le-Street, DH3 3AZ and Age UK, 80 Front Street, Chester-Le-Street, DH3 3BB. Both charity shops are willing to receive donations of school uniform that is in good condition and can be re-sold. This partnership will enable us to support families within our community and the important work undertaken by both charities. We also have spare uniform in school that we will issue to students as and when required

4. School Uniform

The uniform for Hermitage Academy, Years 7 - 11 is:

Blazers, jumpers, shirts and tie

- Navy blazer with embroidered school badge (required, only available from Emblematic)
- Navy V-neck jumper or cardigan with embroidered school badge (optional item and only available from Emblematic – no other alternatives are acceptable)
- Pale blue school shirt buttoned to the neck (required, generic)
- Academy tie (required and only available from Emblematic or can be bought in school)

Trousers and skirts

- Navy tartan pleated skirt (required, only available from Emblematic).
- Plain navy straight cut trousers (required, generic, also available from Emblematic).

While we are more than happy for parents/carers and students to purchase school uniform from a wide variety of sources, we have worked closely with Emblematic to create trousers and skirts with the academy logo, which meet our uniform rules. Should parents choose to purchase items from other suppliers then the style and cut of the trousers/skirt should be the same as those provided by Emblematic.

Trousers must not have stripes and must not have any adornments or fashion zips. No combats, no jeans, no jeggings or leggings are permitted.

Footwear

- Plain black, formal, leather or leather style shoes which can be polished. No trainers, plimsolls, pumps, boots or converse shoes.
- Socks must be navy, black, grey or white. They must be ankle socks or longer. (Required and generic). Trainer liners are not permitted.
- Tights must be plain navy, black or grey. (Required and generic).

Outerwear

Optional outerwear by Emblematic can be viewed on the website. Outside coats, caps or hats should not be worn in the building. In snowy conditions, pupils will be permitted to wear short boots indoors. If they wear wellingtons or long boots to school, they will need to change them when they arrive.

Compulsory PE kit

- Sector polo (Required and only available from Emblematic).
- Sector panel shorts and/or skirt and/or cuffed tracksuit pants and/or leggings (Required and only available from Emblematic).
- Knee high navy sports socks (Required and generic).
- Other optional items are available - see uniform visuals on the website.

Trainers must be worn in PE lessons. Plimsolls, Converse, or canvas type shoes are not suitable. Students are advised to wear football boots for football and rugby. Optional items are available and can be viewed on the website.

5. General Appearance

Make-up and hair

- Makeup should not be visible.
- False eyelashes are not to be worn.
- Lipstick is not to be worn.
- Nails are not to be painted and false nails are not to be worn.
- Haircuts should not be less than a number 1.
- Students are not permitted to have tram lines or sculptures in their hair or any extreme hairstyles.
- Students should not dye their hair an unnatural colour.

Religious head coverings are permitted and can be purchased from Emblematic.

Jewellery

- Students are allowed to wear one plain stud in each earlobe. Diamante earrings are not allowed. No other jewellery is permitted including necklaces, bracelets or rings.
- Body piercings that are visible are not allowed, including tongued piercings, nose and eyebrow studs.
- Visible tattoos are not allowed.
- Plugs/expanders are not allowed.

- Watches are allowed but please ensure they are suitable for a school environment.

Clothing

Large fashion belts are not acceptable or part of the Academy uniform. Hoods must not be worn inside the Academy. Caps of any description are not to be worn on the Academy premises.

6. Equipment

All students are expected to come to the Academy with:

- a bag large enough to carry an A4 file (backpacks are recommended).
- a pencil case containing pen, pencil, ruler, and rubber.

Tutors and Year Managers will carry out equipment checks regularly. Where a student repeatedly fails to bring the correct equipment to the Academy, their name will be passed on to the appropriate Year Manager. From then onwards, the Year Manager will apply a range of sanctions to ensure that the student brings the correct equipment to the Academy. These sanctions might include detentions, parental contact, internal exclusions etc.

7. Energy Drinks

Energy drinks are not permitted on the Academy premises

8. Mobile Phones

Mobile phones and smart watches should not be brought to the Academy, however, should parents/carers wish for their child to carry a mobile phone for safety reasons, it must be turned off and stored in their school bag. The Academy cannot take any responsibility for any lost or broken mobile phones. If a student is caught using a mobile phone, it will be confiscated and handed into reception and an appropriate sanction will be issued.

9. Role of Parents/Carers

- To ensure that their child adheres to the Uniform Policy.
- To ensure that their child comes to school in uniform everyday unless there are special circumstances. If this is the case, please send a note with your child so that staff are aware.
- To ensure that uniform is labelled correctly and clearly.

10. Role of Staff

- Set a good example in terms of dress.
- To remind students to wear the correct uniform.
- To speak with students who do not wear the correct uniform.

11. Role of Year Managers

- To ensure that all students comply with the Uniform Policy.
- To enforce the uniform throughout the school community, as part of the duty within the day-to-day responsibility for discipline within the school.
- To speak to parents/carers of students who persistently do not wear the correct uniform.
- To ensure that the school follows the DFE guidelines where a student fails to comply with the Uniform Policy

12. Failure to Comply with the Uniform policy

Students are expected to wear school uniform unless there is a justified reason as to why they may not. If your child cannot temporarily wear any aspect of the uniform, then parents/carers should inform the school, in writing, the reasons as to why.

The Head of School, in accordance with the Behaviour Management Policy will issue appropriate sanctions to students who persistently do not comply with the Uniform Policy.

13. Sixth Form Dress Code

Our dress code is smart office wear which entails:

- Blouse/dress shirt/polo shirt (collared).
- Tailored trousers (no jeans/tracksuits).
- Tailored skirt (minimum knee length).
- Jumper / cardigan.
- Smart shoes (not trainers/pumps).
- No extreme hairstyles. Hair colour and make-up should be subtle.
- Tattoos must not be visible.
- No facial piercing allowed other than subtle ear piercing.
- No extreme levels of jewellery to be worn in school.
- Coats/hoodies/hats should not be worn inside the building.

Students are in a working environment, therefore, strapless or shoulder less tops, short tops which do not meet the waistband of trousers/skirts, short skirts, shorts, plunging necklines, gym wear and vest tops are not appropriate. Clothes that are too tight or revealing (including sports leggings) should not be worn.

The Academy reserves the right to make the final decision on what is acceptable and what is not acceptable.