



STUDENT UNIFORM AND APPEARANCE POLICY

INTRODUCTION

Hasmonean High School for Boys' ("the School") Student Uniform and Appearance Policy ("the Policy") sets out to ensure that students are both smart and comfortable and are dressed in accordance with the Halachic ethos of the School.

The Policy has been prepared to meet the School's responsibilities under the Equality Act 2010 and the Human Rights Act 1998, and has regard to the following guidance and advice:

- [School uniforms](#) (DfE, June 2023);
- [Equality Act 2010: explanatory notes](#) (2010);
- [Equality Act 2010: Advice for schools](#) (DfE, updated 2018);
- [Technical guidance for schools in England](#) (Equality and Human Rights Commission, July 2014);
- [Public sector equality duty guidance for schools in England](#) (Equality and Human Rights Commission, 2014);
- [Preventing hair discrimination in schools](#) (Equality and Human Rights Commission, October 2022);
- [Behaviour in schools](#) (September 2022).

1. UNIFORM ITEMS FOR YEARS 7 - 11

UNIFORM

- Black blazer with school badge
- Black trousers (not jeans or chinos)
- Plain black v-necked or round necked jumper or plain black sweatshirt
- White, plain shirt (no patterned material)
- Regulation school tie. The tie knot must be visible.
- Regulation school Kippa (black with maroon trim)
- As an orthodox Jewish school, boys are also required to wear tzitzit throughout the day.
- Plain black or navy coat, jacket or anorak
- Black formal school shoes, without heels – no boots, trainers or trainer like shoes. Please note, shoes that are branded from sportswear brands or having logos will not be permitted; makes such as Adidas, Lonsdale, Nike and Slazenger are not acceptable.

- Student Lanyard (this will be provided when the student joins the School)

PE KIT

- Black tracksuit trousers or plain black sports shorts
- White collared polo-shirt
- Optional black jumper/hooded top
- Training shoes (NOT school shoes)

OPTIONAL ITEMS FOR STUDENTS PLAYING FOOTBALL

- Black shorts
- White socks – short and long
- Football boots

In cases of extreme weather, the School will reconsider the requirements set out in the Policy and the Headteacher has the discretion to adapt them, to ensure that students do not overheat during the school day. This may include allowing students to not have a blazer or wear a tie. Decisions will be made by the Headteacher as appropriate.

Our official school uniform supplier is: **School Wear**, 140 Brent Street, London NW4 2DR, Tel: 020 8202 2203

The School has a second-hand uniform shop. Parents should contact the student support officer for more details and the contact number. The student support officer is Mrs Fine on extension 213.

2. DRESS CODE GUIDELINES FOR SIXTH FORM

Sixth Form students are required to wear their school lanyard displaying their ID card at all times. Students are required to wear a formal collared shirt and trousers, though we will not be insisting that they wear ties. The trousers can be black, grey, dark brown or navy blue in colour. They may wear a plain jumper or sweatshirt. Students are also required to wear formal shoes unless they have a documented disability.

Please note that the above dress code will apply throughout the entire school day, including during Beis. Anything that is not formal, such as chinos, casual shirts, jeans and trainers, or trainer like shoes, will not be acceptable for students to wear.

In cases of extreme weather, the School will reconsider the requirements under the Policy and the Headteacher has the discretion to adapt them, to ensure that students do not overheat during the school day. This may include allowing students to not wear a formal jacket. Decisions will be made by the Headteacher as appropriate.

As an orthodox Jewish school, students are also required to wear tzitzit throughout the school day.

3. ADDITIONAL REQUIREMENTS FOR STUDENTS

- 1.1 A high standard of a personal appearance is expected of all students.
- 1.2 The School understands its equality law duties and will consider how the Policy applies to students with protected characteristics under the Equality Act 2010 (i.e. disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex; and sexual orientation), subject to considerations of safety and welfare. However, the School will consider reasonable requests to alter the school uniform on grounds related to protected characteristics, for example, for genuine religious requirements and reasonable adjustments for disabled children.

- 1.3 **Symbols of faith:** Certain items of jewellery and certain items of headwear may be worn by students when doing so is genuinely based on manifesting religious or racial beliefs or identity. Where there is uncertainty as to whether an item may be worn under this section, this must be referred by the student or their parents to the Headteacher, for determination, seeking advice as appropriate. Where the student and / or parents are unhappy with the decision made, it is open to them to submit a complaint in this respect under the School's Complaints policy.
- 1.4 Jewellery and piercings are not allowed for any students who do not wear jewellery as a genuine manifestation of their religious or racial beliefs or identity (as outlined at paragraph 1.3). This rule exists in order to eliminate accidents, eliminate obvious differences between students' home financial circumstances and to remove the temptation for theft.
- 1.5 **Hairstyles:** Hairstyles must be appropriate for the School ethos. Cult hairstyles are not permitted, for example there should not be a significant difference/step/grade between the length of the side and the top of the head. Haircuts should be no less than a number 2 in haircut length. However, this does not preclude those students who wish to grow their peyos (sidelocks). Hair may not be dyed. Students who dye their hair will be asked to re-dye it back to its original colour by the beginning of the next school day. For Halachic (Jewish Torah Law) reasons boys must ensure a short haircut and that the peyos (sidelocks) area of the head must not be cut to less than a number 2 haircut length, this includes above and behind the ears.
- 1.6 The above hairstyle requirements are based on our Halachic ethos of the School. For some Orthodox observant families however, there are periods of the academic year when haircuts are not ordinarily permitted in accordance with their religious beliefs. Specifically, this period relates to the "Omer" and the "3 weeks".
- 1.7 Any student that will be observing the Omer and 3 weeks is required to plan ahead and to have their hair cut in advance of these religious periods of observance, as necessary, to ensure that they comply with the hairstyle requirements outlined in this Policy during the period of religious observance.
- 1.8 Parents and carers will be reminded at least three weeks before the Omer and the 3 Weeks so that they can arrange for the student to have their hair cut if necessary.
- 1.9 In the event that a student is unable to comply with the hairstyle requirements set out in this Policy during the Omer and the 3 Weeks, they and/or their parents should speak to the School as soon as possible in advance of these religious periods to explain their reasons. The School will always ensure that a student that has been unable to plan ahead due to valid or mitigating circumstances (for example sickness or personal circumstances), will be permitted to continue attending classes as normal. The expectation will be that they have their hair cut the first day after Omer or 3 weeks.
- 1.10 Any student that deliberately fails to plan ahead (for example in the absence of valid or mitigating circumstances) and get their hair cut, if required, prior to the Omer and the 3 Weeks, may be considered to be non-complaint with this Policy and, as a result, they may be sent to a Reflection Room or, if this fails to have a meaningful effect, be asked to continue their education in isolation on the school site until they can have their cut. Placing the student in isolation will be classed as a removal from classroom and will be treated as a serious sanction.
- 1.11 If a student repeatedly and persistently fails to comply with the Policy, and this is accompanied by other disruptive behaviours that justifies sanction under the School's Behaviour Policy, suspension or exclusion may be imposed by the Headteacher only as a last resort.

- 1.12 In determining whether a student has deliberately failed to plan ahead, the School will assess each situation sensitively so that measures are only taken by the School where it can be shown on the balance of probabilities that there has been a deliberate attempt to avoid the Policy. The period of time in the Reflection Room or in isolation will be for the shortest time possible. Where the failure to plan ahead in order to comply with the Policy during the Omer and 3 weeks has been due to unavoidable cause or reasons, the student will be permitted to continue their studies in the School on their normal timetable on the strict understanding that the student will have their hair cut as soon as the period of religious observance has ended.
- 1.13 **Disabled students:** Reasonable adjustments may be required to the school uniform for disabled students who require them (see also Section 6 on medical exemptions). The student or their parents should refer the matter to the Headteacher to ensure all reasonable adjustments are made to accommodate the student.
- 1.14 Make up is not allowed for students in Years 7 -13. This includes face make up and nail polish. Students will be expected to remove it immediately.
- 1.15 Coats and other outdoor clothing are not to be worn in school. They are to be placed in the lockers or hung on the pegs/hangers provided.

4. JUDGEMENTS ON COMPLIANCE

Year Leaders and members of the Senior Leadership team are authorised by the Headteacher to make a decision on managing a student that fails to comply with the expectations set out within the Policy. Where the matter is regarding a religious or ethos issue such as haircut, The Menahel and Heads of Kodesh may be consulted for their opinion on the relevant Jewish faith requirements.

5. NON-COMPLIANCE

The School considers that persistent breaches of the Uniform and School Appearance Policy are potentially disruptive to the ethos and culture of the School.

Where a student fails to comply with the expectations set out in this Policy, the School will try to work with the parents/guardians and the student to address any issues that may be preventing the student from acting in a compliant manner.

Sixth Formers may be sent home to modify their uniform if this can be done swiftly. In Years 7-11, parents will be contacted to establish whether they can come into school to bring the correct uniform that day. In some cases, the School will be able to lend uniform to students who are unable to comply with this Policy.

Where it is clear on the balance of probabilities that the student has deliberately contravened the Policy, the Headteacher, or an authorised member of staff, has the discretion to send the student to a Reflection Room or, if this fails to have a meaningful effect, place them in isolation where they will continue to receive meaningful education. Placing the student in isolation will be classed as a removal from classroom and will be treated as a serious sanction. These decisions will be taken by the Headteacher, or an authorised member of staff, having reviewed the circumstances of each case, and taking into account the particular needs and circumstances of that student.

If a student repeatedly and persistently fails to comply with the Policy, and this is accompanied by other disruptive behaviours that justifies sanction under the School's Behaviour Policy, suspension or exclusion may be imposed by the Headteacher only as a last resort.

6. MEDICAL EXEMPTIONS

Permission to be exempt from certain expectations set out in this Policy due to medical reasons and/or a disability, will only be granted to students in Years 7 - 13, at the discretion of the Headteacher, on receipt of a letter from a doctor/other medical professional; a letter from a parent will not be accepted.

The School will ensure that it fulfils its obligations under the Equality Act to make reasonable adjustments as needed according to the student's disability. The School will work with the parent to ensure that, if the letter from the doctor or other medical professional is delayed, adjustments will be made pending receipt of the medical information.

In cases where students are permitted certain exemptions from the Policy, the Headteacher will work with the parents and the student to decide on the most appropriate alternative.

**Reviewed by VWV and ratified by the Local Governors
Standards
Next Review: June 2029 or before if necessary**