



Mulberry UTC Uniform Policy

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Policy Version:	4

Version	Reviewed	Changes since last version
1	June 2020	none
2	June 2021	none
3	June 2022	none
4	May 2023	Explicit reference to 'professionalism' in the aims of the policy Introduction of specifically adapted Creative Industries dress code in Key Stage 5

1. Rationale

Mulberry UTC seeks to be inclusive and for this reason, a uniform policy has been instituted by the governing body of the school. The policy reflects the diversity of our society and the local community which the UTC serves. The uniform which the school expects all students to wear who come to the school is sensitive to the cultural and religious beliefs and the socio-economic circumstances of our students and their families. It allows for flexibility so that there is equity within diversity.

2. Key Principles

The key principles that underpin the policy are set out below. These are common across the Mulberry Schools Trust. They reflect the fact that Mulberry UTC is a mixed school and a secular school which provides for the needs of young men and women from diverse cultural, social, religious and non-religious backgrounds. The uniform code is set out within this context.

3. Statutory duties

The school has been mindful of its statutory duties to:

- Promote community cohesion
- Promote understanding between groups in society
- To promote equality
- Fulfil its duties to ensure that young people's rights are promoted with regard to:
 - a) physical and mental health and emotional well-being
 - b) protection from harm and neglect
 - c) education, training and recreation
 - d) the contribution made by them to society
 - e) social and economic well-being

The school's statutory Equality Policy states how the school seeks to fulfil these duties.

4. Promoting the aims of the school

The uniform policy is intended to promote the aims of the school by:

- fostering confidence, creativity, leadership and learning
- producing confident young people able to achieve and make a positive contribution to society and to the economy
- preparing young people for life in a multi-cultural society
- Preparing KS5 students for professional standards of dress relevant to their industry specialism

The uniform policy contributes to these aims by promoting:

- cohesion among students
- pride in the school
- respect for different traditions where these do not conflict with the school's statutory duties and aims
- a smart, business-like standard of appearance
- To support families by ensuring that the uniform is affordable and can be obtained from more than one supplier
- To support the needs of young people in their education, ensuring that it is practical and sensible, suitable for moving easily around the school site and suitable for a variety of learning environments including practical activities and formal events
- To uphold modesty, formality and self-respect – students' dress must be business-like, modest, suitable for a working environment and smart
- To uphold the school's ethos of equity within diversity – students must not parade themselves appropriately or ostentatiously, for example through jewellery or designer clothes
- To ensure that there is sensitivity towards religious observance wherever possible
- To ensure that health and safety is promoted for every pupil in the school
- In the Sixth Form, a dress code rather than a uniform is in place. Students may make personal choices about their dress, as long as they adhere to this dress code and as long as the principles of modesty, practicality, equity and health and safety are adhered to
- The niqab and the burkha are not part of school uniform and are not to be worn by any students including those in the Sixth Form. Students may choose to wear them in their daily journey to or from school as it is accepted they may wish to exercise this personal choice when not engaged in school activities, but must take them off before entering school premises

Key Stage 4 Uniform Policy (Years 10 and 11)

All students in Years 10 and 11 must wear full school uniform. This consists of:

Either

a) A plain black knee-length skirt or trousers in style determined by the school (not jeans or leggings) and a plain white shirt with collar and Mulberry UTC tie

Or

b) A plain black salwar kameez

- A plain black blazer with school logo on the pocket
- A grey cardigan or v neck jumper (optional)
- Plain black, white or grey ankle socks or black tights
- Plain, black, sensible, safe flat shoes (not plimsolls, trainers, sandals, high heels or leisure shoes)
- Mulberry UTC lanyard (provided by the school)
- A dark-coloured, practical, warm and rain-proof coat for outdoor use
- A sensible bag, large enough to carry work safely to and from school

A blazer must be worn at all times unless permission is given by a teacher to remove it. They are available to be bought from the school's uniform suppliers.

Coats, jackets, hats and scarves must be removed before students enter the UTC building.

If you wish to wear a headscarf (hijab) this must be plain black with no fringe or tassels and must be worn appropriately. If worn, the hijab must be worn pinned securely and in a formal way; it may not be worn as a fashion accessory or shawl. Students may wear the hijab to cover their hair and shoulders at all times, except during PE, dance and other activities where this would present a danger. For those that wish to, there is a sports hijab available for purchase and students may wear a swim-hood for swimming.

Long hair must be tied back at all times.

If earrings are worn, they must be one pair of flat studs only.

Make-up and nail varnish are not permissible.

Other types of jewellery and clothing are not allowed, for example: baseball caps, hooded tops, long flowing garments, leggings, burkas, jilbab, sportswear (other than in P.E. and dance lessons), leather or denim jackets.

Sports kit for PE and dance:

- Black or grey jogging bottoms or tracksuit bottoms
- Black or grey sweatshirt (optional)
- White plain t-shirt or polo shirt
- Supportive and safe trainers, with grip soles – NOT plimsolls
- Black or grey shorts (optional)

For health and safety reasons, no jewellery or headscarves may be worn in PE and dance.

A specialised sports hijab may be worn in lessons for most activities, which must conform to the school's policy and is available from the school. Students may also wear a swim-hood for swimming.

Sixth Form Uniform Policy (Years 12 and 13)

All students in the Sixth Form at Mulberry UTC must wear smart business dress. This dress code sets the tone for the rest of the school in terms of appearance: Year 12 and 13 students' dress should be smart, business-like and appropriate to their position as role models for younger students.

The exception to this is within the Creative Industries specialism. Students who study: Performing or Production Arts or Digital Media may wear 'MUTC Crew' hoodies with plain black trousers or jeans and plain black trainers or plimsolls. Students may not wear any other brand of hoody.

Sixth Form students are given a degree of choice about their clothing but must adhere to this dress code and to the principles of modesty, practicality, equity and health and safety. If a member of UTC staff deems an item of clothing unsuitable or inappropriate, they will ask the student to remove and/or adjust it. If any difference of opinion arises in relation to Sixth Form dress code, this will be referred to the Principal or a member of the Senior Leadership Team, whose decision will be final.

The Sixth Form dress code consists of:

Either

a) A smart, business-style dress, either knee-length or calf-length

or

b) A smart, business-like shirt or blouse with a smart, business-like pair of trousers

or

c) A smart, business-like shirt or blouse with a smart, business-like skirt, either knee-length or calf-length

Skirts and trousers must be of appropriate material and must not cling to the body. Mini-skirts, shorts, leggings, jeans and skin-tight trousers are not permitted. Ankle-length skirts and dresses and long flowing garments are not permitted for health and safety reasons.

Dresses, shirts and blouses must also be of appropriate material. They must not cling to the body or be transparent or revealing. Midriffs must not be shown. If a shirt or blouse is worn without a tie, t-shirts or vest tops must not be visible.

- A blazer or formal jacket
- A tie (optional but required if wearing a shirt for interviews, presentations and formal events)
- Mulberry UTC lanyard

- Plain, sensible, safe flat shoes (not plimsolls, trainers, sandals, high heels or leisure shoes)
- A practical, warm and rain-proof coat for outdoor use
- A sensible bag, large enough to carry work safely to and from school

For Health students:

- A white lab coat and goggles, which will be provided by the school

Coats, jackets, hats and scarves must be removed before students enter the UTC building.

If you wish to wear a headscarf (hijab) this must be plain with no fringe or tassels and must be worn appropriately. If worn, the hijab must be worn pinned securely and in a formal way; it may not be worn as a fashion accessory or shawl. Students may wear the hijab to cover their hair and shoulders at all times, except during PE, dance and other activities where this would present a danger. For those that wish to, there is a sports hijab available for purchase and students may wear a swim-hood for swimming.

Long hair must be tied back during practical activities for health and safety reasons.

The niqab and the burkha are not part of school uniform and are not to be worn by any students including those in the Sixth Form. Students may choose to wear them in their daily journey to or from school, as it is accepted they may wish to exercise this personal choice when not engaged in school activities, but must take them off before entering school premises.

Other types of jewellery and clothing are not allowed, for example: baseball caps, hooded tops, long flowing garments, leggings, burkas, jilbab, sportswear (other than in P.E. and dance lessons), leather or denim jackets, necklaces outside of collars and earphones.

Sports kit for PE:

- Plain coloured jogging bottoms or tracksuit bottoms
- Plain sweatshirt (optional)
- Plain t-shirt or polo shirt
- Supportive and safe trainers, with grip soles – NOT plimsolls
- Plain shorts (optional)

For health and safety reasons, no jewellery or headscarves may be worn in PE and dance. A specialised sports hijab may be worn in lessons for most activities, which must conform to the school's policy and is available from the school. Students may also wear a swim-hood for swimming.