Acceptable Attire for Class Policy

21 ACADEMY

“to offer excellent face to face and online academic courses with the aim of providing students with a learning experience comprising of quality of teaching, learning facilities and a positive education experience.”

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1. Preamble

The institution is committed to fostering an educational environment founded on respect, dignity, inclusion, and professionalism. We recognise and value the cultural, traditional, and religious diversity of our student community and affirm the right of individuals to express their identity through appropriate dress.

This policy is established to ensure that all students are able to observe their cultural, traditional, and religious practices in a respectful manner, while also maintaining an ethical, safe, and effective learning environment for all.

2. Purpose of the Policy

The purpose of this policy is to:

- Respect, protect, and promote the observance of cultural, traditional, and religious clothing.
- Support an ethical, inclusive, and professional educational environment.
- Ensure attire is appropriate to a learning context and aligned with health and safety considerations.
- Provide clear guidance on acceptable standards of dress for on-campus classes and academic activities.

3. Policy Statement

3.1 Core Principles

All students are expected to attend classes dressed in a manner that is:

- Respectful of themselves and others.
- Appropriate to a formal learning environment.
- Supportive of health, safety, and practical participation in academic activities.
- Consistent with the institution's values of dignity, equality, and professionalism.

Cultural, traditional, and religious clothing is welcomed, respected, and protected under this policy. No student shall be disadvantaged, challenged, or excluded on the basis of attire worn in observance of faith, culture, or tradition.

3.2 Culturally, Traditionally, and Religiously Observed Attire

- Cultural, traditional, and religious dress is fully permitted and encouraged.
- Religious garments and head coverings are explicitly recognised and respected.
- Reasonable adjustments will be supported where attire is required for faith, cultural, traditional, or health reasons.
- Any concerns or requirements should be discussed confidentially with designated staff to ensure appropriate support.

3.3 General Attire Expectations

Students' clothing must be:

- Clean, neat, and well maintained.
- Modest and suitable for an educational setting.
- Non-distracting and not disruptive to teaching and learning.
- Appropriate for the activities being undertaken.
- Paired with secure, closed footwear suitable for a classroom environment.

3.4 Prohibited Attire

In order to uphold professionalism, safety, and consistency, the following are not permitted during classes or formal academic activities, unless required for verified religious or medical reasons:

- Hoodies
- Caps or non-religious fashion headwear
- Sleeveless shirts or tops
- Open shoes, including flip-flops, sliders, or backless footwear

3.5 Footwear and Safety Requirements

- Closed shoes must be worn at all times in teaching and learning spaces.
- Footwear must provide adequate protection, support, and stability.
- Additional requirements may apply in laboratories, workshops, or specialist learning environments.

3.6 Students on Work Placement

This policy applies to on-campus classes and institution-led academic activities only. It does not regulate clothing or footwear requirements while students are undertaking external work placements, internships, or professional practice.

Students on work placement are required to comply fully with the dress codes, uniform policies, and health and safety regulations of their respective host organisations. This includes any sector-specific or role-specific requirements relating to protective equipment, footwear, or professional standards of appearance.

Where cultural, traditional, or religious considerations arise in the workplace, students are encouraged to engage with both the placement provider and the institution to seek appropriate and reasonable accommodations.

3.7 Compliance and Support

Students are expected to comply with this policy at all times while attending classes or academic activities. Where attire does not meet the requirements:

Staff may request that a student adjusts their attire or changes before remaining in class.

Continued non-compliance may result in the student being asked to leave the session until appropriately dressed.

The institution's approach to enforcement is supportive and respectful. Students are encouraged to seek guidance or raise concerns confidentially, particularly where cultural, traditional, or religious considerations apply.

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