

Northern Academy Uniform, Appearance and Dress Code Policy



(Updated January 2024)

The Northern Academy Uniform

Wearing the Northern Academy uniform is an honor. It demonstrates our unity of purpose, and represents that we are a community of individuals of strong moral character and principles, guided by the values of Integrity, Compassion, and Resilience. The path a student walks - sacrifices made and obstacles overcome; the purifying of the heart and conscience - add deeper, lived, meaning to the uniform. It represents a student's growth and achievement, and is to be respected.

The attire standard for Northern is Business Professional. Our uniform is a dress suit, to be worn properly and with dignity. Students are required to arrive for school in uniform, looking neat and well groomed in appearance, and be in uniform for classes, currently through period 7, or P7.

Fridays are casual; the uniform is not required except for Fridays that use the Monday schedule due to holidays (check the schedule at <https://northernacademy.org/student-services/calendar/>).

Uniform - Details

Land's End is the exclusive provider of Northern Academy (NA) uniforms, and students must wear the uniform supplied by Land's End. Items can be purchased from Land's End by creating an account and using the NA School ID code to access the uniform inventory.

- NA Uniform vendor Land's End website: <https://www.landsend.com/>
- NA School number at Land's End: **900185968**

Seasonal Uniforms

Northern Academy has two versions of the school uniform - a **Warm Season** (*through Nov. 1, and again May 1*) and a **Cold Season** (*Nov. 1 - April 30*) uniform - with most uniform items shared between the two.

The essential year-round uniform of Northern Academy is the Cold Season uniform, and consists of a school blazer with logo, dress pants (or skirt for girls), dress shirt, tie, socks and black shoes.

Adjustments are made for warm season. The Warm Season uniform contains variations and allowances, such as not requiring the blazer to be worn during warm weather; allowing the school uniform polo shirt to be worn in place of dress shirt and tie, and "no show" socks.

What Do I Order?

The following uniform items should properly equip your student for the year with both versions, providing an extra pair of pants and shirt for laundry days (or item damage, sizing, etc):

Blazer: - w/ logo (1)

Dress shirt, blue: - (2).

Dress shirt, short sleeve white: *warm season* - (1)

Polo shirt: *warm season* - (1)

Tie (1): - *HS boys order adult tie, MS has a pre-tied or untied version.*

Pants (2): *boys, optional for girls. Solid **black belt** must be worn with pants*

Skirt (1): *girls only, or can wear pants. Skirts must be knee length or longer.*

Black shoes: *no colors or logos*

Socks: *must be dress socks, solid color; navy, black, white or gray.*

Optional items

A sweater w/ logo, Fleece w/ logo: Although these are optional, the sweater with logo is recommended for wear during the cold season, as well as cooler transitional periods.

Land's End has **sizing** tools at these links, to help insure proper fit:

https://business.landsend.com/outfitters/_email/2022/_school/20220202-fit-guide.pdf

<https://www.landsend.com/article/how-to-measure-your-kids-for-school-uniforms/>

Below is a visual summary of the NA uniform and accessories, drawn directly from information presented to students during orientation:

Girl's uniform

Required pieces:



or



and



with logo



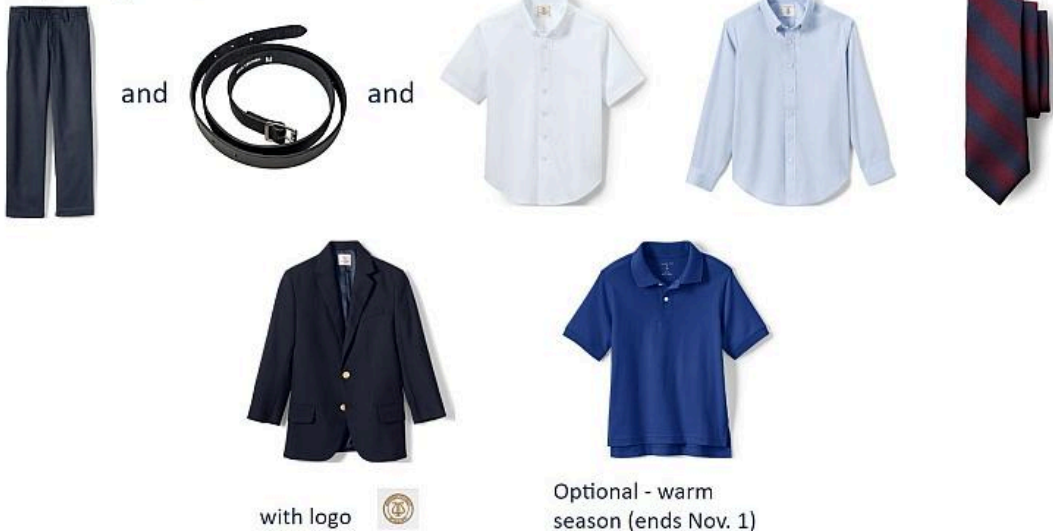
If you wear pants



Optional - warm season (ends Nov. 1, resumes May 1)

Boy's uniform

Required pieces:



Optional Items and Layering

In addition to the required uniform pieces, there are optional uniform items available. These include a school sweater, sweater vest, and fleece, with logo*. It is recommended one or more be purchased as a layer to wear, especially during cold season:

Adding layers and optional items

The blazer is optional during warm season, BUT: if it is cold enough for another layer (jacket or coat), you wear the blazer, school sweater (Land's End), or dance fleece first, before adding another jacket or coat. Please ... stay in uniform.



(*items must have school logo)

Accessories

Black shoes, plain black belts, and socks are accessories that are part of the official uniform. It is not necessary to purchase these items from Land's End. During snow days, black winter boots can be worn in place of black shoes.

Accessories

All black shoes: no white soles, logos, etc. Solid black. No boots.



Sock, solid colors: Navy, black, grey and white. Must be above ankle (dress socks)



A plain, black belt is to be worn with all pants, boys and girls.



Wearing the Northern Academy Uniform

Here are important guidelines for wearing the Northern Academy uniform:

- The uniform must fit properly, and present well
- Keep it clean and neat. You may need multiple shirts, pants, etc.
- Damaged, faded and improperly fitting items must be replaced
- Shirts are to be tucked in
- Ties must be worn properly, with the top button buttoned
- Girls' skirts are to be knee length. As you grow and it shortens, you must replace it
- "No show" socks are only allowed during warm season. Dress socks are the norm
- Layer up with uniform pieces first (sweaters, blazers, etc.) before coats or jackets
- Jackets, hoodies, etc. are not to be worn under the blazer - uniform items excepted
- Personal coats and outerwear must be Business Professional attire (see below)
- Girls may wear leg warmers with stockings (solid black, navy) under skirts - not pants

Read through the above section thoroughly before ordering. If you have questions, please read through Appendix 1 (*below*). Should your question not be answered, email us (in English) at frontdesk@northernacademy.org. Include in the subject: "Uniform - uniform question"

Winter Coats

During the cold season, students will need to wear personal dress coats over the uniform. As the uniform is a suit (Business Professional), a coat of complimentary style and color is required.

Classic, traditional styles (e.g. peacoat, trench, loden, burberry, chesterfield, etc.) are allowed, as are nicer down coats, parkas and jackets, that meet the following criteria:

- traditional and classic Business Professional styling, to complement the uniform suit
- natural (e.g. wool or wool blend) or synthetic materials, but anti-wrinkle
- solid colors only: black, classic navy, or dark gray
- no stripes or patterns, nor images, slogans, or logos (trademarks may be excepted, if subtle)
- coats must be longer than the blazer, and extend beyond the waist to the hip
- certain styles may have a hood attached. This should be okay if it meets these guidelines
- condition: clean and well cared for, not damaged, faded, wrinkled or torn

Although these styles originate from Western culture, in today's society they have become cross-cultural and familiar; recognized and worn throughout the world. With such variety in clothing, we cannot possibly cover every example. From the guidelines presented here, we leave you with a good sense of the look and style we require and allow.

If you have questions, please read through Appendix 1 (below). Not finding an answer to your question? Email us at frontdesk@northernacademy.org

Include in the subject: *“Uniform - winter coat question”*

Examples



(must be navy blue, black or gray color)

Appearance and Dress Code

As our standard for attire is Business Professional, a student's appearance must compliment this. Even when out-of-uniform, a dress code is also maintained and enforced.

General guidelines are:

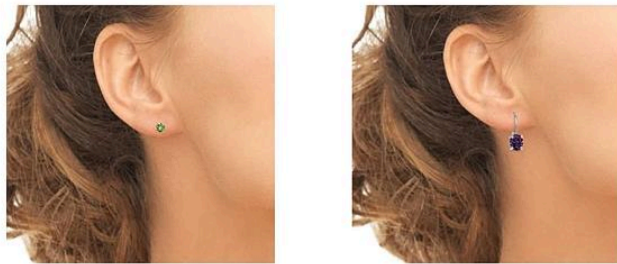
- Be clean and well groomed, showering and/or bathing regularly
- Hair must be clean and well kept; hair must be natural color, not colored or dyed.
- Body odors must be regulated with proper hygiene, deodorants or comparable products
- No strong colognes or perfumes - subtle fragrances from hygiene products are ok
- Dress modestly when out of uniform

Girls

Jewelry, such as earrings, bracelets, etc., should be minimal and understated. Be conservative:

Earrings

Single ear piercings*, wearing stud earrings, or small, understated dangles.
For girls without pierced ears, magnetic studs or clip-ons are okay.



*Religious and/or cultural exceptions can be considered for exemption, and approved or rejected. Please contact Northern for inquiries

Cuffs, ear wraps, crawler hooks, or hoops are not allowed, nor multiple piercings:



Fingernail polish is allowed (girls only), but must be clear, or, of a natural/flesh tone palette. We do not allow loud colors, extensions, or embellishments. French manicures are okay.



Boys

Northern's haircut standard for boys aims for a short, "tight" professional look. Hair needs to be off the collar and ears, and cut short on the sides and back; close to the head, trimmed neatly on top, not extending high vertically. Bangs are to be above the eyebrows, not covering the eyes:



Northern does not allow facial hair, nor boys to wear earrings, hair accessories, makeup or nail polish. Boys must be clean shaven, and maintain it on their own accord.

We are traditional, modest and conservative in dress and appearance.

Restrictions

The following table covers restrictions on dress and appearance while at Northern Academy. Keep in mind that, as a Northern student, on or off campus, you represent us. Your etiquette, behavior, character and appearance reflect on our school. We expect you to be responsible.

Not allowed:

Boys

Girls

Sleeveless shirts, tank tops; mesh, see-through shirts and attire, shirtless	Sleeveless shirts/blouses; tank tops, tube tops, spaghetti straps, and similar
Hats, caps, hoods worn indoors	Hats, caps, hoods worn indoors
Tight, provocative or accentuating clothing	Tight, provocative or accentuating clothing
Midriff/cut-off shirts	Midriff shirts, exposed shoulders or cleavage
Holes, tears or frays in clothing	Holes, tears or frays in clothing
Pajamas or loungewear (dorm room is okay)	Pajamas or loungewear (dorm room is okay)
Girls' tops, clothing; dresses, skirts, etc.	Skirts must be knee length or longer. Dresses, too
Short shorts. Should be longer, close to the knee*	Short shorts. Should be longer, close to the knee*
Shorts worn with formal upper body wear	Shorts worn with formal upper body wear
Skin tight pants, yoga pants**	Skin tight pants, yoga pants**
Foul, offensive or suggestive language	Foul, offensive or suggestive language
Political/activist slogans or social messaging	Political/activist slogans or social messaging
Symbols or colors that are controversial (see above)	Symbols or colors that are controversial (see above)
Slippers, flip-flops, open-back sandals	High heels, slippers, flip-flops, open-back sandals
Facial or body piercings, tattoos	Facial or body piercings, tattoos
Clothing/language contradictory to the values of NA, as determined by the school administration	Clothing/language contradictory to the values of NA, as determined by the school administration

* Sports and PE shorts may be excepted

**dance/yoga pants used for dance, not casualwear

Conclusion

This Uniform, Appearance and Dress Code policy is clear and transparent, and when read thoroughly, it properly conveys the traditional standards, values, and expectations of our school culture. Still, it is impossible to cover all examples and contingencies. NA reserves the right to implement restrictions on dress and appearance not specified in this document.

Having stated this, relations with students, parents and school staff are conducted in a spirit of good faith and understanding. We welcome students and families from around the world who seek out the culture and community we provide. Compliance with the policy is required. In reality our school may not be for everyone. That is okay - we understand, and wish you well!

Appendix 1 - Questions and Answers

What is “Business Professional” attire?

Business professional is a traditional form of attire used in more conservative settings with strict dress codes. Skirts, slacks, dark-colored suits and ties make up this attire, as do neat button-down shirts or blouses, with a blazer. Shoes are solid color and include low heels, loafers or flats. Minimal jewelry is worn, as are belts. Appearance standards are short, well-groomed hair for men, and conservative hairstyles and appearance for women.

When should we purchase the uniform?

Once you have enrolled at Northern, purchase the uniform, so your child can arrive for school properly outfitted. There may be delays in shipping by Land’s End, which can occur. Please order in time to try on clothing and facilitate returns, should items not fit.

What sizes should I order?

Lands End has sizing information available on the website, and families should take the time to review all information to insure proper fit, and translate sizes to US standards. Our expectation is that parents know well their children’s sizes, and order the uniform accordingly.

Can I send my child to school and have Northern handle it?

No. We do not facilitate this at present. Shopping online for clothing is commonplace, with sizing always an issue. The key is to spend the time with Land’s End’s sizing information and instructions, take thorough measurements, and order accordingly. Chat or contact Land’s End directly, for assistance.

Uniform items ordered don’t fit properly. What next?

As this is ordered under your Land’s End account, the return of items and expedited ordering of proper sizes is your responsibility. As for returns, here is the current link to this information on the website. Contact Land’s End for help: <https://www.landsend.com/happy-returns/>

If you return an item, please do not delay the process further by waiting for return credit, but instead purchase a replacement. Students are required to be in uniform to attend school.

I’m still waiting on my uniform. What do I wear to school?

Our form of attire is Business Professional, so students must dress accordingly. A navy blue/black blazer of classic styling, navy/black dress pants, light blue or white dress shirt, tie and black shoes should be worn until the uniform arrives. These are good to have as well, as blazers need to be dry cleaned, and occasionally items are worn, dirty or unusable.

Uniforms are expensive...

Everyone's economic situation is different. Land's End sets the pricing, not Northern. When considering uniforms are worn four days a week throughout the year, perhaps it's a good value

My child is growing so much, and has outgrown the uniform

Yes, they are growing all the time, and we sympathize! This is the case for all of their clothing during adolescence. But we have a standard to be in uniform, and the uniform must fit properly.

The Land's End website is in English

We are an English language school, and all information and communications are in English. Please make arrangements for translation and interpretation, to insure good communication.

What happens when a student is not in uniform?

All students are required to wear the Northern Academy uniform to attend school. Being out of uniform is a violation of school rules, and discipline measures are applied per the NA Discipline Policy. Should it become habitual, students can be sent home or to dorm unexcused, to return when properly outfitted. Habitually attending school out of uniform may result in suspension, or dismissal. If you want to attend Northern, you must be in proper uniform, worn properly.

May I ship my uniform to the school?

Yes, you may, if the expectation is the student will be here on campus when the uniform arrives. Ideally we want the uniform to be ordered in time to try it on and insure proper fit, with enough time to return and reorder that which doesn't fit.

I want to wear my hair long (boy)

To attend Northern Academy, we require boys to wear their hair short, and to our standards. Additionally, students are required to maintain this on their own initiative.

I want to have facial hair

To attend Northern Academy, students must be clean shaven, and maintain this on their own.

What happens if I violate appearance and dress code standards?

Violations fall under the consequences stated in the NA Discipline Policy. Violations start with a warning, and a discussion in the spirit of guidance, so that rules and requirements are clearly understood. Subsequent violations earn demerit points. Habitual violations (non-compliance) and the intention to violate and ignore rules are a different matter, and handled accordingly.



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