



“And let us consider how we may spur one another on toward love and good deeds.” Hebrews 10:24-25

# The Ilfracombe Academy

## Student Uniform Policy

### Review

Reviewed on: May 2024

Reviewed by: SEND/Safeguarding Board

Review Period: 3 years



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### 1. Aims

This policy aims to:

- › Set out our approach to requiring a uniform that is of reasonable cost.
- › Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- › Clarify our expectations for school uniform

### 2. Our school's legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- › Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- › Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)

### 3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo) cannot be purchased from a wide range of retailers.

We will make sure our uniform:

- › Is available at a reasonable cost
- › Provides the best value for money

We will do this by:

- › Limiting any items with branding or distinctive characteristics where possible. The national average is 6 branded items for uniform, we have 4 items (Including School uniform and the PE Kit).
- › Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler.
- › Avoiding different uniform requirements for different year groups
- › Avoiding different uniform requirements for different extra-curricular activities

- Making sure that arrangements are in place for parents to acquire second-hand uniform items, Belle's place do a fantastic job at this in Ilfracombe. [Home - Belle's Place \(bellesplace.co.uk\)](http://bellesplace.co.uk)
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes.
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

## 4. Expectations for school uniform

**4.1 Our school's uniform** – Students who wish to attend The Ilfracombe Academy must wear full school uniform in accordance with this policy.

<b>Main School Uniform – See Appendix 2</b>			
The branded required items are a blazer (or V neck jumper) and tie.			
Costs based on 2024 price list as a <b>guide</b> – Pedlars, ASDA and Next			
<b>Item</b>	<b>Supplier Options?</b>	<b>Cost of optional items</b>	<b>Cost of mandatory items</b>
Loose or Fitted Blazer	Academy Branded Item – Pedlars or Xcel	<b>Students must wear one or the other in the building</b> – They can choose to wear both	£28.50 - £35
Branded V Neck Jumper	Academy Branded Item – Pedlars or Xcel		£19.95
Academy House Tie	Academy Branded Item – Pedlars		£8.95
Tailored school trousers - Black	Not branded – Any supplier		£16 (NEXT)
Black <u>Pleated</u> School Skirt	Not branded – Any supplier <b>(Must be pleated)</b>		£14.00 (NEXT)
Tailored school shorts - Black	Not branded – Any supplier	£13 (NEXT)	
White shirt or blouse	Not branded – Any supplier		£6.50 (ASDA - Twin pack)
Plain black socks -	Not branded – Any supplier		£4 – (ASDA 6pk)
Black leather or leather look shoes	Not branded – Any supplier, see <a href="#">Appendix 6</a>		
<b>Example:</b> Branded V Neck Jumper, two shirts, house tie, pair of trousers, plain black socks			£55.40

## Our school's PE Kit

<b>PE Kit – See Appendix 3</b>			
Costs based on 2024 price list as a <u>guide</u> – Pedlars			
<b>Item</b>	<b>Supplier Options?</b>	<b>Cost of optional items</b>	<b>Cost of mandatory items</b>
Short sleeved clima-cool T Shirt	Academy Branded Item – Pedlars or Xcel		£10
Quarter Zip Long Sleeved Jumper	Academy Branded Item – Pedlars or Xcel		£16.95
Optional Long Sleeved Rugby Jumper	Academy Branded Item – Pedlars	£19.95	
PE Shorts – Plain Navy or Black	Not branded – Any supplier		£4.95
Tracksuit bottoms or sports lycra leggings – Plain Navy or Black	Not branded – Any supplier		£9.99
PE Football Socks – Plain Navy or Black	Not branded – Any supplier		£3.95
Indoor sports trainers – Non marking.	Not branded – Any supplier		
<b>Example:</b> Clima-cool T, Quarter zip jumper, navy shorts, navy socks (Excluding footwear appropriate for the sports hall)			£35.85

### Branded Items – Main Uniform and PE Kit

At the Ilfracombe Academy our mandatory branded items total to £70.90p, the national average is £101.19p. Mandatory branded items are minimal: Blazer (or jumper), tie and two PE tops. The national average number of 'branded' garments is 6, we have 4.

[Largest survey of school uniform prices reveals £100 basket cost - Schoolwear Association](#)

### Summer Uniform

At the discretion of the senior leadership team we can choose to have a 'Summer' Uniform when the weather is hotter in the summer months. This means that students may not need to wear their Blazer/V Neck Jumper around school – Its optional. It will be made very clear when this is permitted, it could be for several weeks in the summer term or when there is an exceptionally hot period of weather for a select few days.

### Socks

The socks worn for school should be plain black and appropriate in length, mid-shin, well below the knee. They should be unpatterned, not have any decorations such as ruffles, logos or bows. Plain black or flesh colored tights may be worn with the skirt. Small logos or branding are not permitted.

### Shorts and Trousers

We permit generic black tailored school shorts at any time of year. They must be tailored, like school trousers but shorter. E.g – No cargo shorts, tracksuit shorts, no logos etc...

School trousers should be tailored, straight and plain in style, not baggy, cargo style or flared. If in doubt Pedlars stock a good quality school trouser. **See Appendix 4.**

## **Pleated Skirts**

The school requires a black pleated school skirt. This can be purchased from multiple suppliers including Tesco, Pedlars stock a 'Banner' peated school skirt that is of a very high quality and will last. **Skirts must be modest in length.** For examples of pleated skirts see Appendix 5.

## **Outdoor coats, hooded tops, non-uniform jumpers**

These are not permitted to be worn inside the building at any time, if we see them on inside the building we ask for them off the student - "If we see it we take it". This is at any time of day inside any part of the school, we allow students the benefit of the student entrance foyer to remove coats/hooded tops on the way into school, items must be removed after the inner door.

We encourage all pupils to have a locker to store items such as coats (the locker will be free). If in the winter month students are cold, they can choose to wear the v neck jumper as well as a blazer in the building.

## **Blazers or V Neck Jumper**

A blazer or a V neck jumper must be worn around school site including between lessons, students can choose one of them. They are allowed to remove either in order to thermoregulate once inside classrooms (No need to request permission).

Students may choose to wear both the jumper and blazer if they wish.

## **Footwear**

All students must wear plain black leather or leather-look shoes with a flat heel. Any laces must be black. They must look like traditional shoes, **not trainers**. Please be aware that quite often the footwear in the 'school shoe section' in high street stores do not meet our expectations, if in doubt please contact the pastoral team in school and check our shoe guidance (Appendix 6).

**Not acceptable:** trainers (e.g. Air Force Ones and similar) boots (including ankle boots), canvas shoes. Open-toed shoes will not be accepted. Any shoe that looks like a trainer, not a traditional leather shoe. See appendix 6 for illustrated guidance. SLT are always in school on GCSE results day and would be happy to check a pair of footwear for parents/carers in person.

**See Appendix 6 for the full shoe guidance.**

## **Hair/Body**

- Hair should be one natural colour, not exaggerated or extreme in style.
- False nails are not acceptable down to health and safety.
- Nail varnish is not permitted.
- Short, natural nails only - not acrylic or gel and no nail polish
- Eyelash extensions such as glued on eye lashes are not acceptable.

The highlighted hair/body issues above would result in a reflection until resolved.

## **Piercings/Jewellery**

- Jewellery we permit is **one simple small stud** in each ear only, no sleepers, hoops or anything else.
- Facial piercings of any kind are not permitted - **Including clear retainers.**
  - Our policy on Nose Piercings – 'If we see it, we take it'
- Bracelets, necklaces and rings should not be worn.
- Discreet make-up.

If a member of staff comes across a student after greeting with a bracelet, ring, bangle, nose piercing, more than one simple stud in the ear etc... than the item(s) is confiscated and the student is issued a named reminder. If the student refuses to hand it over it would be a reflection.

## PE Lessons – Jewellery

All jewellery is to be removed in the changing rooms. If ear piercings have recently been done and students are unable to remove them they will be provided with tape to cover them and protect them from possible harm. Sports however such as rugby or trampolining would not be permitted due to health and safety. In these sports students would be given different roles to fulfil during the lessons. Students bring in jewellery, watches, devices, ear phones and personal items completely at their own risk.

## School Bags

It is expected all students have a bag with them to carry their items such as books, pencil cases and water bottle. They must have a bag every day as a part of their uniform, choosing not to bring one would result in the same process as not having a piece of uniform.

## 4.2 Where to purchase Uniform

### Second hand uniform

- Belles Place have always offered a service for used school uniform, they have plenty of stock and accept any donations. [Home - Belle's Place \(bellesplace.co.uk\)](http://bellesplace.co.uk)
- [See appendix 1](#)

### New Uniform – Suppliers for branded items

- Pedlars offer a full fitting service on the high street, we recommend booking in advance it can get very busy in the summer months. [Pedlars Home Hardware Ilfracombe. Everything you need under one roof. \(pedlarsilfracombe.com\)](http://pedlarsilfracombe.com)
- Excel Embroidery offer a selection of branded items. [Excel Embroidery & Print | Embroidery & Printing in Devon](#)

## 5. Expectations for our school community

### 5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

### What happens when students do not have correct uniform?

Students who arrive without correct uniform will be placed into reflection whilst we find a solution. The options are as follows:

1. Loan uniform from the loan store. (Our preferred choice)
2. Students will go to reflection until the issue is resolved. Home finds a solution and bring items in or consent to the student going home to change.
3. The student remains in reflection for the day.

There are no exceptions to the above, we pride ourselves on students looking and feeling smart. If the student needs an adjustment for medical reasons the solution must align with our uniform policy.

For Example:

Student has eczema – They should wear looser fitting clothes that align with the policy. Or wear a non-itching item discreetly under their uniform that cannot be seen.

Student has just got their nose pierced, its infected and they cannot remove it – They will be in reflection if it cannot be removed, our policy is very clear.

**Our uniform loan store** – Please be aware that our loan store is well stocked however we cannot retain all sizes for all students for all items of uniform. There may be occasions where we do not have the correct size so our preferred option of loaning uniform is not possible.

### **Keeping Standards High – Shirts tucked in**

To support students in looking and feeling smart, if a student has their shirt out a named reminder will be issued by staff in-line with the behaviour guidance. If in the same day the student's shirt is untucked again it will be a reflection. Staff do communicate, this process may involve more than one member of staff. Sometimes mistakes can happen which is why students have the opportunity of a named reminder first.

## **5.2 Parents and carers**

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- › Clean
- › Clearly labelled with the child's name
- › In good condition

Parents are also expected to contact the head of year if they want to request support with uniform. We can help families who receive free school meals with uniform matters.

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- › Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

## **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform.

- Morning Greeting and Tutorial /Period 0 gives tutors and pastoral teams time to check students uniform and take action where they need support.

### **After Period 0/Tutorial**

- Throughout the day all students should have full school uniform because they have been to morning registration and tutorial. This means if any uniform issues appear after the morning the student should be asked to go straight to reflection – E.G
- If a nose piercing appears.
- Tracksuit bottoms appear.
- A pair of trainers are on.

Even if the student can resolve the issue (Remove the item) they are still asked to go to reflection, the staff member must explain why on class charts.

## 5.4 Governors

The governing board will review this policy and make sure that it:

- › Is appropriate for our school's context
- › Is implemented fairly across the school
- › Takes into account the views of parents and pupils
- › Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts.

## 6. Monitoring arrangements

This policy will be reviewed bi-annually by the Deputy Headteacher (Student and Family Support).

## 7. Links to other policies

This policy is linked to our:

- › Behaviour policy
- › Equality information and objectives statement
- › Anti-bullying policy
- › Complaints policy

## Appendix 1 – Belles Place

**Belle's Place**  
Summer school uniform shop

**RE USE - RE CYCLE - SAVE MONEY**

YOU CAN DROP IN YOUR OLD  
SCHOOL UNIFORM THROUGHOUT JULY

**MONDAY, WEDNESDAY, THURSDAY & FRIDAY**  
**11AM - 3PM**  
**SATURDAY 9AM - 10AM**

Uniform shop will open during August and the first week of September  
(more details to follow)

Thank you for the continued support

Contact Carol 07400083207 



**Appendix 2 – Our Main School Uniform**



**Appendix 3 – Our PE Kit**



## Footwear for the all weather pitch

To protect and maintain the high-quality playing surface, approved footwear must be worn at all times. The only footwear permitted is round rubber/plastic moulded studs or metal/plastic screw in studs (Astroturf trainers, flat trainers, shoes and blades are not allowed for health and safety reasons).

Examples of suitable footwear



Examples of non-suitable footwear



## Footwear for the sports hall

To protect and maintain the surface, students are expected to wear clean, non-marking indoor trainers. We recommend the following styles of trainers.

Examples of suitable footwear



**Appendix 4 – Tailored School Shorts and Tailored Trousers**



**Appendix 5 – An example of a Pleated Skirt, modest in length.**



## Appendix 6 – Black Leather or Leather look Shoes

To avoid any confusion as to which shoes are acceptable, please use the following chart as guidance.

N.B: Shoes must be leather or leather looking. They must be plain black, with a flat heel. Boots (including ankle boots), canvas shoes, open-toed shoes, pumps and sling-backs will not be accepted.



This is meant to be used as a guide and not a definitive list of what is acceptable or not. Examples have been selected to help parents choose suitable footwear for their child.

