

We are an **ambitious** and **inclusive** Trust of schools
strengthening communities through **excellent** education.



Uniform Policy

Responsibility for approval: Senior Exec
Date of approval: July 2024

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1.0 Policy Statement

- 1.1 We are an ambitious and inclusive trust of schools, strengthening our communities through excellent education. We are committed to providing excellent education for every child, every day, and aim to strengthen and work with our communities to continue to improve accessibility in our schools.

2.0 Aims

2.1 This policy aims to:

- set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- clarify our expectations for school uniform

3.0 The school's legal duties under the Equality Act 2010

3.1 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 scholars the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- make sure that our uniform costs the same for all scholars
- allow all scholars to have long hair (though we reserve the right to ask for this to be tied back)
- allow all scholars to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- allow scholars to request changes to swimwear for religious reasons
- allow scholars to wear headscarves and other religious or cultural symbols
- allow for adaptations to our policy on the grounds of equality by asking scholars or their parents to get in touch with Tasmin Fowler at tasmin.fowler@iscaexeter.co.uk, who can answer questions about the policy and respond to any requests

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4.0 Limiting the cost of school uniform

4.1 We understand that various families in our community face economic hardship. On this basis we offer:

- A full uniform shop service with loan items for daily use
- A hardship fund that families can apply to by getting in touch with their child's head of year in order to seek financial support to meet the cost of uniform

4.2 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 or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- is available at a reasonable cost
- provides the best value for money for parents/carers

We will do this by:

- carefully considering whether any items with distinctive characteristics are necessary
- limiting any items with distinctive characteristics where possible: for example, by only asking that the blazers and jumpers, worn over the jumper, features the school logo
- limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability
- avoiding specific requirements for items scholars could wear on non-school days, such as coats, bags and shoes
- keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller
- avoiding different uniform requirements for different year/class/house groups
- avoiding different uniform requirements for extra-curricular activities
- considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- making sure that arrangements are in place for parents to acquire second-hand uniform items
- avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- consulting with parents and scholars on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

5.0 Expectations for our school community

5.1 Scholars

Scholars 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)

Scholars are also expected to contact Tasmin Fowler at tasmin.fowler@iscaexeter.co.uk if they want to request an amendment to the uniform policy in relation to their protected characteristics.

As of September 2024, we are excited to announce updated uniform with our new logo available for all year groups. However, we will be running a phased approach and families will be able to purchase new uniform when this is practical for them. Images of both the updated and old uniform items can be seen below alongside details of which year groups they apply to.

5.2 Specific Item Guidance and Images:

Updated uniform with new logo blazers and ties available for all years universally for September 2024:

Compulsory for Year 7s and Year 10s:



Old style uniform items being phased out:

Grey Jumpers only for Year 9 families who have not yet purchased new uniform:



Charcoal blazers for Year 11 families who have not yet purchased new uniform:



Navy blazers with old logo for Year 8 families who have not yet purchased new uniform:



Charcoal grey, formal shorts can be worn in the summer term. Tight fitting or cargo shorts are not permitted.

Socks must be completely black, grey or white with no logos or decoration. White socks cannot be worn over the top of black tights. Leggings or footless tights are not permitted as a substitute for black opaque tights under any circumstances.

In order to purchase any Isca specific item please go to www.pbuniform-online.co.uk/iscaacademy or use the school's online ordering system, SCOPay at www.iscaexeter.co.uk/parents/payments.

Shoes:



Shoes must be a black and of polishable, formal design with slip on, velcro or lace fastenings and a flat heel. Boots and sandals are not permitted. The footwear must be black throughout including sole, uppers, stitching and piping. No logos, buckles or designs are permitted. Kickers shoes are allowed however Kickers leather style trainers are not permitted.

Trainers or canvas style shoes are not permitted.

Please note that an updated style PE and Sports kit will be available with the new logo. However, families may purchase this when practical to do so and there is no requirement for this in the academic year 2024-25.

Old Style PE and Sports Kit



- Academy polo shirt in house colours
- Plain black shorts, skort, joggers or sports leggings (a choice of one)
- Black sports socks
- Trainers
- Outdoor Jacket Additional Kit for Specific Sports
- Plain black sports leggings for girls (must not be tights)
- Black football socks
- Plain black thermal base layer
- Football boots (essential for football and rugby)
- Gum shield (essential for rugby)
- Shin pads for football

Jewellery and Appearance:

Our school is a relatively formal environment therefore we believe that it is appropriate to apply traditional values which will ensure all scholars look smart. We feel this will prepare scholars for working environments where similar approaches are likely to be adopted. We expect that all scholars will respect, as well as abide by this policy and appreciate parents support in upholding it.

Jewellery: Necklaces, bracelets and rings are not allowed for health and safety reasons.

Piercings: A maximum of one pair of small and discreet ear studs (ie 5mm diameter maximum) are allowed, one in the lobe of each ear. No other piercings or spacers, including clear or retaining piercings, are permitted. Nose, tongue or other facial piercings are not permitted and must be removed.

Make-up and eyebrows: Make-up is discouraged. If worn, make-up must be hardly noticeable, natural and very subtle. Eyebrows should have a natural shape, size and colour. Scholars will be asked to remove fake eyelashes and any obvious make-up.

Body Art: Tattoos, even if only temporary, henna decorations and other body art are not permitted.

Hair: Cuts, styles and accessories should be suitable for our business-like school environment and not deemed extreme. Hair colouring, if at all used, must be a natural hair shade. Long hair should be tied up in some subject areas, including DT, Science and PE, for Health & Safety reasons. Any hair accessories must be in school colours.

Nails: The wearing of false nails, 'gel nails' or similar is not allowed for Health and Safety reasons. Clear nail varnish only may be worn

5.3 **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 Tasmin Fowler at tasmin.fowler@iscaexeter.co.uk if they want to request an amendment to the uniform policy in relation to:

- their child's protected characteristics
- the cost of the uniform

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:

- resolved locally
- dealt with in accordance with our school's complaints policy

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

5.4 **Staff**

Staff will closely monitor scholars to make sure they are in correct uniform. They will give any scholars and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with in line with the behaviour policy and team. In cases where it is suspected that financial hardship has resulted in a scholar not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.5 **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
- considers the views of parents and scholars
- offers a uniform that is appropriate, practical and safe for all scholars

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 and by re-tendering contracts at least every 5 years.

6.0 Monitoring arrangements

6.1 This policy will be reviewed annually by James Bass, Deputy Headteacher annually. At every review, it will be approved by the full governing committee, including Ben Reynolds, the named governor for behaviour and culture.

7.0 Links to other policies

7.1 This policy is linked to our:

- Behaviour Policy
- Equality information and objectives statement
- Anti-bullying Policy
- Complaints Policy