



# Isca Academy

## Uniform Policy

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## Contents

1. Aims .....	3
2. Our school's legal duties under the Equality Act 2010.....	3
3. Limiting the cost of school uniform .....	3
4. Isca Academy uniform expectations for our school community .....	4
Parents and carers .....	4
Staff.....	4
Governors.....	5
5. Uniform Guidelines .....	5
6. Academy Uniform.....	6
7. Sport and Activities Uniform.....	8
8. Jewellery and Appearance.....	9
9. Seasonal Changes.....	10
Winter uniform rules (Autumn and Spring terms) .....	10
Summer uniform rules (after the Easter holiday to the end of July) .....	10
10. Second Hand uniform.....	10
11. Equipment .....	10
12. Some helpful uniform links.....	11
13. Mobile Phones .....	13
14. KS4 Dance.....	13

## 1. Aims

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

## 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 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 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 their child's Head of Year, who can answer questions about the policy and respond to any requests

## 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 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
- Allocating siblings to the same house to allow uniform items to be passed on
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- 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

## **4. Isca Academy uniform expectations for our school community**

### **Scholars**

Scholars are expected to wear their full uniform, with pride. This includes on the way to school and on the way home.

Scholars, parents and carers are advised to pay particular attention to the uniform details set out below, and ask for advice should they have any questions.

Scholars must be clean and tidily dressed at all times. All uniform should be kept in good state of repair, with no holes or rips. Shirts must always be tucked into skirts or trousers and top buttons should be fastened.

### **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 child's Head of Year 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.

### **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 through the school's behaviour policy

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.

## 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 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.

## 5. Uniform Guidelines

All scholars must be in the correct uniform. Passes are only issued for medical reasons or exceptional circumstances. If scholars do not have complete school uniform they may be asked to borrow an item from school and will be expected to wear the replacement item, returning it at the end of the school day. Failure to do so will be followed up via the Rewards and Behaviour policy.

### Uniform for Years 8-9



### Uniform in Year 7 (navy blazer), 10, and 11



Please note that **Year 7 only** will wear the new, navy coloured blazers pictured below:



## 6. Academy Uniform

### Official Isca Academy Jacket (Years 10 and 11 only)



This must be worn around the site. Jackets should be worn throughout the year at all times unless we declare a no jacket day in the summer.

Purchased from [www.pbuniform-online.co.uk/iscaacademy](http://www.pbuniform-online.co.uk/iscaacademy) or through the schools online ordering system, SCOPay, <https://iscaexeter.co.uk/parents/payments/>

### Official Isca Academy Navy Jacket (Year 7 only)



This must be worn around the site. Jackets should be worn throughout the year at all times unless we declare a no jacket day in the summer.

Purchased from [www.pbuniform-online.co.uk/iscaacademy](http://www.pbuniform-online.co.uk/iscaacademy) or through the schools online ordering system, SCOPay, <https://iscaexeter.co.uk/parents/payments/>

### Official Isca Academy jumper in house colours (Years 8 and 9)

\*2023 Year 7 will wear jackets –separate guidance has been issued



Our house colours are: **Apollo – Red**, **Minerva – Blue**, **Maia – Green** and **Saturn – Yellow**.

The jumper must be worn around the site. Jumpers should be worn throughout the year at all times unless we declare a no jumper day (which will be rare) in the summer. It is also an optional layer for scholars in years 10 and 11.

Purchased from [www.pbuniform-online.co.uk/iscaacademy](http://www.pbuniform-online.co.uk/iscaacademy) or through the schools online ordering system, SCOPay, <https://iscaexeter.co.uk/parents/payments/>

### **Isca school tie in house colours**



This is available to purchase from [www.pbuniform-online.co.uk/iscaacademy](http://www.pbuniform-online.co.uk/iscaacademy) or through the schools online ordering system, SCOPay, <https://iscaexeter.co.uk/parents/payments/>.

This must not be fitted, and must have a top button suitable to be worn with a clip-on tie and be long enough to be worn tucked in at all times. No logos, designs or patterns are permitted.

### **Formal charcoal grey trousers**



Trousers must be formal school trousers regular cut and charcoal grey in colour. Trousers not in the correct colour or shade that have designs or logos or are tight in fit are not permitted. Trousers made of linen, canvas, cotton, chino or jeans material are not permitted. Leggings are not permitted.

### **Academy tartan skirt**



Skirts are designed to fit on the hips, not the waist, all have adjustable waists to allow for a snug feeling fit. Skirts must not be rolled up or tucked and the logo should be visible at all times. Skirts may be worn with black opaque tights or socks (plain white, grey or black). Purchased from [www.pbuniform-online.co.uk/iscaacademy](http://www.pbuniform-online.co.uk/iscaacademy) or through the schools online ordering system, SCOPay, <https://iscaexeter.co.uk/parents/payments/>.



### **Charcoal grey formal shorts (optional)**



These are an optional item (see summer rules below). The shorts must be formal charcoal grey in colour and knee length. Tight fitting or cargo shorts are not permitted. The use of any other type of shorts or the wearing of shorts at other times of the year is not permitted.

### **Plain socks**

These must be completely black, white or grey throughout, with no decorative features, designs or logos. Footwear or socks that do not meet the above requirements risk refusal by the Academy. Leggings or footless tights are not permitted as a substitute for black opaque tights under any circumstances.

### **Shoes**

**Scholars must wear plain black formal shoes – leather, faux leather or vegan leather**



Footwear must be a polishable formal shoe design only, 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.

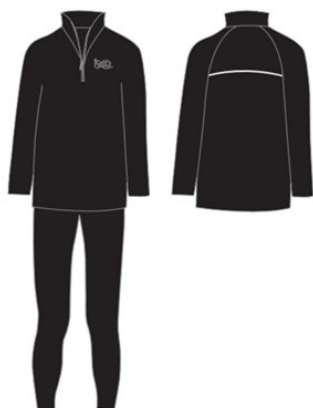
**Trainers or canvas style shoes are not permitted**

## **7. Sport and Activities Uniform**

### **Compulsory 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

All PE Kit items must be clearly marked with the scholar's name. We accept no responsibility for valuables, even if they were handed in for safe keeping at the beginning of the lesson.

## 8. 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.

**Please note that the Academy reserves the right to make the final decision as to the appropriateness of dress, jewellery, makeup and hairstyle. Religious observance is a valid exception and the list above is not exhaustive. If you are in any doubt, please ensure that you seek advice from the Academy before committing to any changes or expenditure.**

Scholars wearing any accessories or jewellery which do not follow the school uniform policy can expect to have these items confiscated. Any confiscated item will be logged and be available for collection at the end of the school day. If items are confiscated more than once during a term, a parent/carer will be asked to collect the confiscated item. If a scholar refuses to hand over an item, this will be treated as defiance in line with the academy Rewards and Behaviour policy. Where items are not collected the school will dispose of them at the end of each term.

## 9. Seasonal Changes

### Winter uniform rules (Autumn and Spring terms)

- Outdoor coats / hoodies may not be worn in or around the building all year round, but we strongly recommend that scholars wear these to and from the school

### Summer uniform rules (after the Easter holiday to the end of July)

- Scholars may wear the charcoal grey formal shorts (detailed above)
- In extremes of heat, the leadership team may give permission for ties, jackets and jumpers to be taken off but scholars will be told on the day.

## 10. Second Hand uniform

Second hand uniform is available to buy through the school uniform shop, please email [uniform@iscaexeter.co.uk](mailto:uniform@iscaexeter.co.uk) with your requirements. We ask that any items that your child has grown out of are donated back to the second hand uniform shop to allow them to be recycled.

## 11. Equipment

Scholars must come to school with a sturdy bag. The bag must be of a suitable size to hold their school books, knowledge organiser, pencil case and equipment. The dimensions of the bag should comfortably contain all of these items plus any other equipment and A4 size documents.

The following equipment is required, and must be brought in to school each day:

- 30cm clear plastic pencil case
- Purple Pen
- Black Pen
- HB Pencil

- Eraser
- 15 cm ruler
- Scientific Calculator
- Knowledge Organiser
- Homework Book

If you need the following equipment in lessons it will be provided:

- Scissors
- Sharpener
- Compass

## 12. Some helpful uniform links

### Trousers

[https://www.marksandspencer.com/boys-regular-leg-trousers/p/clp60099884?image=SD\\_04\\_T76\\_4623\\_Y0\\_X\\_EC\\_90&color=BLACK&prevPage=srp](https://www.marksandspencer.com/boys-regular-leg-trousers/p/clp60099884?image=SD_04_T76_4623_Y0_X_EC_90&color=BLACK&prevPage=srp)

<https://www.next.co.uk/style/st179631/188741#188741>

<https://tuclothing.sainsburys.co.uk/p/Grey-Stretch-School-Trousers-%283-16-Years%29/135185014-Grey?searchTerm=:newArrivals&searchProduct=>

### Skirts

Purchased from [www.pbuniform-online.co.uk/iscaacademy](http://www.pbuniform-online.co.uk/iscaacademy) or through the schools online ordering system,

SCOPay, <https://iscaexeter.co.uk/parents/payments/>

### Shoes

Polishable, sensible, flat black formal shoes (leather, faux leather or patent shoes only and not leather trainers e.g. Converse/Vans) no boots, canvas shoes, trainers. Suitable shoes are displayed below:



<https://www.shoezone.com/Products/Lilley-Girls-Black-Patent-Loafer-Shoe-with-Tassel-20446>

<https://www.clarks.co.uk/c/Scala-Lace-Youth/p/26142825>

<https://www.clarks.co.uk/c/Scala-Bright-Youth/p/26142828>

<https://www.shoezone.com/Products/Buckle-My-Shoe-Girls-Black-Leather-Brogue-Shoe-20440>

<https://www.shoezone.com/Products/Kickers-Fragma-Boys-Leather-Black-Shoe-20389>

<https://direct.asda.com/george/men/shoes/black-leather-wallabee-shoes/GEM838539,default.pd.html?cgid=D2M1G10C13>

<https://www.next.co.uk/style/st378329/318608#318608>

Styles of shoes which would **not** be suitable (for year 7 scholars or all scholars after 1<sup>st</sup> January 2023) include the following:



### 13. Mobile Phones

Mobile Phones are not permitted to be seen or heard on site in line with our mobile phone policy.

### 14. KS4 Dance



- Black leggings
- Black Academy Dance T-Shirt

September 2023