



**The Ilfracombe Church
of England Academy**

Part of Athena Learning Trust

The Ilfracombe Academy

School Uniform Policy

Reviewed by: Education Performance Committee

Last reviewed: May 2026

Due for review: May 2027

Version: 1.1



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
- 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 age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with their head of year, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

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 (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 student choose between the blazer or jumper, not both.
- The national average is 6 distinctive/branded items for uniform, we have 4 items (Including School uniform and the PE Kit).
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats and bags
- 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 years and classes
- Avoiding different uniform requirements for extra-curricular activities

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

4. Expectations for school uniform

Main School Uniform			
The branded required items are a blazer (or V neck jumper) and tie. Costs are a guide – Pedlars and ASDA			
Item	Supplier Options?	optional items cost	mandatory items cost
Loose or Fitted Blazer	Academy Branded Item – Pedlars	Students must wear one or the other in the building – They can choose to wear both	£30 - £40.50
Branded V Neck Jumper	Academy Branded Item – Pedlars		£25-£30
Academy House Tie	Academy Branded Item – Pedlars		£9.50
Tailored school trousers - Black	Not branded – Any supplier		£10 (ASDA - Twin pack)
Black Skirt - Below the knees in length (See full guidance)	Not branded – Any supplier		£25 (Pedlars)
Tailored school shorts - Black, just above the knee	Not branded – Any supplier	£9 (ASDA - Twin Pack)	
White shirt or blouse	Not branded – Any supplier		£9 (ASDA - Twin pack)
Plain black socks -	Not branded – Any supplier		£4 – (ASDA 6pk)
Black leather or leather look shoes (See full guidance)	Not branded – Any supplier,		
Example: Branded V Neck Jumper, one shirt, house tie, pair of trousers, plain black socks			£51

Main School Uniform:



Expectations for PE Kit

PE Kit – Costs as a <u>guide</u> – Pedlars			
Item	Supplier Options?	Cost of optional items	Cost of mandatory items
Short sleeved clima-cool T Shirt	Academy Branded Item – Pedlars		£15
Quarter Zip Long Sleeved Jumper	Academy Branded Item – Pedlars		£25-30
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		
Example: Clima-cool T, Quarter zip jumper, navy shorts, navy socks (Excluding footwear appropriate for the sports hall)			£48.90

The PE Kit:



PE Lessons – Jewellery and personal belongings in school

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.

Valuables

Students bring in jewellery, watches, devices, ear phones and any personal items completely at their own risk, the school is not responsible for the loss or damage of such items including if confiscated by staff.

Uniform Expectations - Specifics

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 choose not to wear their Blazer/V Neck Jumper around school – It's 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, students will be informed via greeting.

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.

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.

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 encourage all pupils to have a locker to store items such as coats. If in the winter months students are cold, they can choose to wear the v neck jumper as well as a blazer in the building.

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.

Shorts

We permit black tailored school shorts at any time of year. They must be tailored and just above the knee's, similar in style to school trousers but shorter. E.g No cargo shorts, tracksuit shorts, no logos etc...

Trousers

School trousers should be tailored, black, straight and plain in style, not baggy, skin tight, cargo style or flared. If in doubt Pedlars stock a good quality school trouser. Trousers should be appropriately sized, fitted and worn to avoid any underwear being visible. **See the guidance for acceptable styles.**

Acceptable Trousers 1

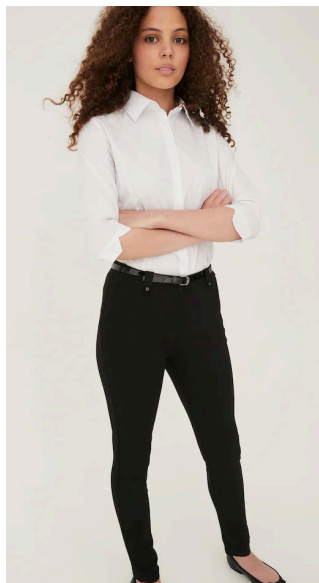
- Tailored, straight and plain in style



Unacceptable Trousers



Flared/Ribbed



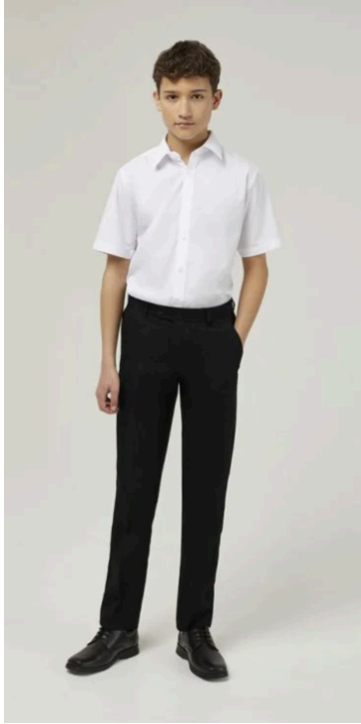
Skinny/tight fit



Baggy

Acceptable Trousers 2

- Tailored, straight and plain in style



Unacceptable Trousers



Skinny



Underwear on show



Baggy

Acceptable Skirts - As a guide

** These images do not represent the Ilfracombe Academy Uniform as a whole, just which specific skirts are appropriate.*



School Skirts

All skirts must be:

- *All black*
- *Below the knee*
- *Suitable for business wear*
- *Made from a tailored quality, thick, matt fabric*
- *Not lycra/ribbed/stretchy*
- *No longer than mid-shin*
- *Any hem splits must be at the very rear*



Unacceptable Skirts - As a guide



Inappropriate Length (above knee)



Unsuitable for business - Too long/large



Unsuitable for business



Hem split inappropriate

School Skirts

All skirts must be:

- All black
- Below the knee
- Suitable for business wear
- Made from a tailored quality, thick, matt fabric
- Not lycra/ribbed/stretchy
- No longer than mid-shin
- Any hem splits must be at the very rear

Pedlars stock a 'Banner' pleated school skirt that is of a very high quality and will last, these are available in longer lengths of 24". However the style of skirt opened to the criteria listed above, for example a longer (below the knee) black straight skirt is suitable for business wear.

Hair accessories

Hair accessories we permit are one simple small accessory that is discreet and is black. Headbands to be less than 1cm wide, clips and hair bobbles or scrunchies to be of standard size and black.



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 below.

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. SLT are always in school on GCSE results day and would be happy to check a pair of footwear for parents/carers in person or you could email your child's head of year.

See below for the full shoe guidance.

Shoe Guidance

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

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.**
- 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.

4.2 Where to purchase it

Used 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)

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)

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times 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)

Pupils are also expected to contact head of year if they want to request an adaptation of the uniform policy in relation to their protected characteristics.

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/carers are also expected to contact their child's head of year if they want to request an adaptation of the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

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

Breaches of our uniform policy will be dealt with by your child's pastoral team, below outlines our approach:

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, it's 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.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

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/carers and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The governing body 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 regularly. The governing body will ensure that information about secondhand uniform is available for parents/carers.

6. Links to other policies

This policy is linked to our:

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

Appendix A

Additional PE Kit Guidance - Expectations and Support

Every student should take part in every PE lesson and to ensure this happens, students will need to know the following expectations.

- Students will not be excused from PE with a note from home. A note may be written from home to inform the teacher of previous illness/injury, but the teacher has the responsibility to suggest the level of activity a student can participate in. If necessary, the teacher may request a student changes group if the nature of the activity is unsuitable for that student's needs.
- If a student is ill/ injured but physically able to get changed, then they are expected to do so and participate in the lesson in a different role such as an official or coach.
- If a student has forgotten all or part of their kit, they must borrow kit that is available within the department stores. Refusal would result in a reflection.
- If kit is not available, the student will have to take part in a non-physical role in their uniform or change groups for that lesson only. A kit mark will be issued for not having an item of kit, three kit marks over the course of a term will result in a reflection.
- No jewellery is to be worn. Newly pierced earrings can be taped but must be taken out for invasion games and gymnastics.

Kit requirements: *(as outlined in section 4 above)*

- Long-sleeved quarter zip school logo jumper
- School logo clima-cool navy short-sleeved t-shirt
- School logo navy rugby training top (optional)
- Plain navy or black shorts (mid-thigh in length – no Nike Pro 3" shorts, or similar design of shorts)
- Plain navy or black jogging bottoms or plain sports lycra leggings
- Training shoes (not boot style) and non-marking soles exclusively for PE
- Football socks (navy)
- Studded boots (worn on all-weather pitch and wet grass). Note: plastic or rubber studs only to be worn on the all-weather pitch, no blades or trainers
- Shin pads for football
- Gum shield for rugby
- No jewellery
- Long hair tied back

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).

Footwear for the Sports Hall

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