

Impington Village College

School Uniform Policy

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Contents

Document Control.....	2
1. Aims	3
2. Our College’s legal duties under the Equality Act 2010	3
3. Limiting the cost of school uniform.....	3
4. Expectations for College uniform.....	4
5. Expectations for our College community.....	5
6. Monitoring arrangements	6
7. Links to other policies.....	6

Document Control

New Version Number	Key changes from previous version	Date of ratification

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 College uniform

2. Our College'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, the College 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
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for College yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Katie Jarvis, Vice Principal, who can answer questions about the policy and respond to any requests

3. Limiting the cost of school uniform

Our College 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 College logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' and 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 and carers
- We will do this by:
 - Carefully considering whether any items with distinctive characteristics are necessary
 - Limiting any items with distinctive characteristics where possible
 - Avoiding specific requirements for items pupils could wear on non-College days, such as coats, bags and shoes
 - Keeping the number of optional branded items to a minimum, so that the College's uniform can act as a social leveler

- Making sure that arrangements are in place for parents and carers to acquire second-hand uniform items

4. Expectations for College uniform

4.1 Our College's uniform

Impington Village College has a clear uniform policy. A high standard of personal appearance is expected of all students and staff. As part of the rights and responsibilities students have in our College, we expect that they should look smart by wearing the correct College uniform at all times. We expect that staff will monitor uniform throughout the day.

Jewellery

One pair of discreet stud earrings (no larger than a five pence coin). No other forms of visible piercing are allowed. No bracelets or rings. Necklaces should not be visible. No more than one watch should be worn. Earrings must be removed for PE lessons.

Make up

Discreet make-up may be worn. The College reserves the right to instruct students to remove excessive make-up and nail polish.

Hair

The College reserves the right to request that hair is tied back in circumstances where students' health or safety is put at risk. Hijab head dress to be plain and dark in colour.

Coats

Coats, scarves, gloves and hats can be worn to and from College but not in lessons or in the Library. Coats must not be worn in place of College sweatshirts but they can be worn in addition to these. Sweatshirts or 'hoodies' are not permitted. Where students travel to and from College on foot or bicycle, we recommend that they wear reflective gear and helmets.

Bags

Bags must be durable and big enough to fit an A4 folder and work books. At the College, we are adopting more sustainable and environmentally friendly policies; therefore, we believe plastic bags are not acceptable as an alternative to the main College bag.

Trousers / Skirts

Black trousers can be worn and this includes jeans. However, any trousers chosen must be smart so this will **not** include track suit bottoms. Skirts should be free moving and not tight against the legs, and tailored shorts are also permitted. This does **not** include PE shorts.

Shoes

Plain black sensible footwear, preferably flat, should be worn and this can include trainers. There should be no logos, coloured flares, coloured stitching or high heels. If shoes have laces these should be black also. No open-toed footwear of any type can be worn.

Socks and Tights

Tights must be plain, opaque, black or flesh coloured. Socks worn with skirts must be plain in colour and ankle length.

Belts

Must be plain, narrow, black, and fitted through the belt loops of trousers and skirts.

Polo shirts

Sky blue IVC polo shirts ONLY are allowed, ideally with the logo in the house colour of the student. Where a student is wearing second hand uniform it is still acceptable if the house colour does not match their own.

IVC Sweatshirt

Blue: Year 7, 8, 9 and 10,

The College sweatshirt will bear the College logo in the house colour of the student. Where a student is wearing second hand uniform it is still acceptable if the house colour does not match their own.

4.2 Where to purchase it

- Impington Village College school uniform can be purchased from <https://www.orchardschoolwear.co.uk/>.
- The PSFA also have a secondhand uniform sale usually at the beginning of the academic year and at various times throughout the year; parents and carers will be emailed with the dates as and when they are scheduled.

5. Expectations for our College community

5.1 Pupils

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

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

Pupils are expected to contact Katie Jarvis, Vice Principal, if they want to request an amendment to 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 are expected to contact Katie Jarvis, Vice Principal, 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 College uniform in a timely and reasonable manner.

Disputes about the cost of the College uniform will be:

- Resolved locally
- Dealt with in accordance with the College's complaints policy

The College 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. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the Principal if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Katie Jarvis, Vice Principal, in accordance with our behaviour policy.

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 Local Governing Body will review this policy and make sure that it:

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

The Local Governing Body will also make sure that the College's uniform supplier arrangements give the highest priority to considerations of cost and value for money.

6. Monitoring arrangements

This policy will be reviewed every three years. At every review, it will be approved by the Local Governing Body.

7. Links to other policies

This policy is linked to our:

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