



**Irlam and Cadishead Academy**

The best in everyone™

Part of United Learning

# **IRLAM & CADISHEAD ACADEMY**

## **Uniform Policy 2025-26**

<b>Document Owner</b>	Associate Vice Principal, Mr S Mills
<b>Last Review</b>	September 2025
<b>Next Review</b>	September 2026
<b>Approved By</b>	Principal - Mr C Leader

## Introduction

This document lays out the approved methods of dress for students at Irlam and Cadishead Academy. This document is reviewed on a regular basis. The Principal has the final say on any matter relating to dress.

## Aim

The purpose of the Irlam and Cadishead Academy (ICA) uniform is to ensure that students are able to present themselves in a smart manner with a degree of commonality. Wearing a uniform of a high standard helps to bring confidence and self-respect to the individual. Students are therefore not otherwise distracted by the clothing of their peers or made to feel inferior if they are not wearing the latest fashionable item.

## Uniform List

1. **Compulsory Branded ICA Blazer** - Black material with the ICA badge embroidered on the left breast pocket. Blazers must be worn in the Academy building. A teacher may authorise the removal of the blazer for their lesson only. Sleeves should not be rolled up.
2. **Compulsory Generic White Shirt** - A white shirt is to be worn. This should have a standard straight collar. Wingtip and button-down collars should not be worn.
3. **Branded ICA Jumper (optional)** - The knitted black jumper has a V-shaped neck and features two red stripes at the neck. Jumpers must not be tied at the back and never tucked into the waistband.
4. **Compulsory Generic Black Trousers** – Must be black and worn to the ankle. They should not feature turn-ups, logos or tags hanging from any pockets.
5. **Compulsory Branded ICA Tartan Skirt** - The ICA tartan skirt is to be worn with the uppermost edge at the waist and the lower edge at the knee. The skirt must not be worn above the knee and never rolled up or tailored shorter.
6. **Generic Black Belt (optional)** - A belt should be worn where needed to hold up the waistband of the trousers. This should be black leather or leather effect and have a standard buckle.
7. **Compulsory Generic Black Socks and/or Tights** - Students wearing trousers should wear ankle length plain black socks, no logos, patterns or bows. Students wearing a skirt may wear plain black ankle socks (no pattern, colours or bows) or black tights.
8. **Compulsory Branded ICA Tie** - The ICA tie is to be fastened using a knot and should cover the top button of the shirt at the neck. The knot itself should not be loose. The length of the tie should be adjusted so that the lowest point lies at the waistband.
9. **Compulsory Black Leather Shoes** - All shoes are to be black, leather/leather-like and

types

**Oxford Pattern**  
A plain leather shoe with a toecap.



**Plain Toe Oxford Pattern**  
A plain leather shoe without a separate toecap.



**Flat shoe with Velcro**  
Similar to the plain toe Oxford, but with Velcro fastening.



**Mary Jane Pattern**  
A plain leather shoe with an ankle strap.



**Plain Toe Oxford Pattern**  
A plain leather shoe without a separate toecap.



**Flat shoe with Velcro**  
A plain flat shoe that may be secured with Velcro



polishable with laces/buckles. Permissible of shoes include:

**10. Prohibited footwear** - Students are

**not** allowed to wear:

- a. Trainers
- b. Dolly Shoes – or any slip-on with no retaining strap or laces (e.g. loafers)
- c. Plimssoles
- d. Footwear with logos
- e. Footwear with contrasting colours
- f. Open toe footwear (Flip-flops, Sandals, Crocs, etc.)
- g. Any style boots
- h. High heeled shoes, including high wedges and mules of any description are not permitted, owing to the risk of accidents on the Academy stairways.

If there is any doubt about whether a particular type of footwear is permitted, then please contact the Academy for guidance.

## Appearance

1. **Hair** - Hair is to be clean and kept neat. Distracting haircuts and non-natural hair colours are not to be worn, no shaved styles, no lines or patterns. When styles are worn that are not acceptable a student will be placed into the Room for Improvement and in extreme cases fixed term suspended until the issue is resolved. Students with long hair should bring a navy blue or black bobble to be able to tie their hair back when required; during practical subjects such as PE and Technology. Hair bands, if worn, should be plain and either navy blue or black. Wigs are not allowed (unless there is a medical reason).
2. **Facial hair** - Students should be clean-shaven. Stubble must be shaved off when appropriate. Sideburns must not extend lower than halfway down the ear. Beards and moustaches may not be worn.
3. **Jewellery** - Rings, necklaces and bracelets must not be worn in the Academy. These items, along with any other forms of jewellery, will be confiscated. The only permitted jewellery items are:
  - a. **Ear piercings**. Ears may be pierced with one plain gold or silver stud worn in each ear. Loops and droplet type are not permitted. No other piercings are acceptable and clear retainers are not permitted for any other piercings. If parents wish for their children to have visible piercings in other parts of the body this must be done during the summer break to ensure the piercing has healed prior to returning to the Academy in September so that the piercing can be removed during the Academy day. Refusal to remove a prohibited piercing, nail varnish, or false nails will result in a removal being sanctioned until the issue is resolved. Stretchers are not acceptable.
  - b. **Wristwatches**. Smartwatches are not permitted and will be confiscated.
4. **Bags** - Students must have a bag large enough to fit an A4 sized book inside, plus their PE kit when required. Clutch bags are not allowed.
5. **Coat** – Students are encouraged to wear coats during cold or wet weather. Coats must not be worn in the building. Outdoor items should be stored in lockers during the school day. Hoodies are not permitted.
6. **Cosmetics** - Whilst in uniform, students are not permitted to wear cosmetics of any kind. This includes foundation, bronzer, lip-gloss, eyeshadow, eyeliner, mascara, tanning products, nail polish, acrylic nails, false eyelashes, etc.

## Medical Exemptions

Students may be exempted from parts of this uniform policy if they are able to provide a doctor's note and at the discretion of the Principal. A doctor's note should be sought in advance of each school year and delivered to the school. This exemption will be reviewed half-termly.

### Religious Items

Concessions will be made for religious observance. For example, headscarves, yarmulke/kippah, turban or chunni, may be worn for religious reasons and should be black or dark coloured.

### PE Kit

Wearing the appropriate items of kit will enable students to effectively participate in PE activities. The PE kit consists of:

1. (Compulsory) Essentials Red Irlam and Cadishead Embroidered Polo Shirt
2. (Compulsory) Generic Plain Black Training Shorts
3. (Compulsory) Generic Sports Socks
4. (Optional) Generic Plain Black Training Pant
5. (Compulsory) Training Shoes (non-marking soles)

The following branded **optional** items are available:

1. Branded Essentials ¼ Zip Embroidered Female Top
2. Branded Essentials Long Sleeve Male Multisport Top
3. Branded Essentials Unisex Black Short
4. Black Irlam and Cadishead Embroidered Female Training Shorts

### Mufti Days

During mufti (non-uniform) days, the same rules apply with regards to jewellery and earrings/ piercings. No student should wear inappropriate clothing which shows too much bare body such as midriff. No open toed, no open back or sling back shoes are allowed. No headwear will be worn inside the Academy buildings accept religious garments that must be plain black/navy in colour. Baseball caps are not permitted and will be confiscated if seen anywhere on the Academy site.

### Valuables

Valuable items should NOT be brought into the Academy. Parents/Carers should be aware that the Governors can take no responsibility for items of personal property left on Academy premises.

### Non-compliance

Failure to adhere to the uniform policy will result in removal to the Room for Improvement until the uniform has been rectified. Please see separate ICA Behaviour Policy.

### Uniform Purchase

Branded uniform items can be purchased from SWI at <https://www.swischoolwear.co.uk/>.

Generic items of uniform can be purchased from a variety of retailers.

### Second-Hand Uniform

#### Grown Out of It – Buy and Sell ICA Uniform

1.4 million wearable school uniforms are thrown away each year. If every school child in England wore a second-hand uniform in September, we would save the equivalent annual energy use of over 20,000 homes or over 40,000 cars.

You can also buy and sell second hand uniform at [Grown Out Of It](#). **Grown Out of It** offers a free online service to list, sell, or buy second-hand uniforms. It's completely free and 100% of any sales go straight back to the seller. Simply register or sign in [HERE](#) to get started.

### **Donating ICA School Uniform**

We know how expensive school uniform can be and how quickly students grow! With this in mind, and to continue to support our Irlam and Cadishead Community, we welcome parents and carers to donate any uniform that their children have grown out of so that we can offer it to families in need.