

ICENI Academy

Uniform Expectations

Why do we have a uniform?

At ICENI Academy, we wish to maintain the highest of standards for our students, including those referring to clothing and appearance. Uniform is seen as being important for many reasons;

- to promote a sense of belonging to the academy and our community
- to reduce the otherwise very noticeable differences owing to the parents' financial situation
- to reduce parental expenditure when compared with the cost of frequent replacement of items of fashion clothing
- to help the school establish its place in the community
- to simplify and reduce the teachers' task in assessing and correcting what is acceptable.

Parental support in implementing the uniform/appearance expectations is vital.

We are sure that you will support us in insisting on the highest standards of smartness, cleanliness and pride in personal appearance for your child. We expect our students to attend the academy wearing the correct dress, detailed in this booklet, and we reserve the right to withdraw students from circulation such as at break and lunchtime or place them in isolation until their appearance is acceptable.

If there is an emergency or problem with an item of uniform, we would ask you to send a note of explanation.

All items of uniform are available from Birds of Derham:

<https://www.birdsofderham.com/shop/category/schools-iceni-academy-155/> and can be found under the parent tab – uniform and equipment.

Other suppliers are available for items such as trousers and shirts, however please read appendix 1 to ensure these comply with our uniform expectations.

The Academy Uniform must be worn correctly at all times. All clothing should be clean, smart and marked with the student's name.

This policy should be read in conjunction with 'Buying with confidence' section, from page 11 which gives greater clarity and detail for parents wishing to have peace of mind when purchasing non-school-issued items.

Uniform requirements for students in year 8-11

- The Iceni Blazer with pre-embroidered academy badge (available only via the school website/ Birds of Derham).
- Plain black, formal trousers. These should display a sharp crease front and rear. Additional pockets or zips are not permitted. Belts must be plain black leather or leather-look with a discreet buckle. Tight or elasticated/stretch fit or fashion style trousers such as denim jeans, jean style trousers, narrow fitted trousers, flaired or cords are not acceptable. External jeans-style pockets on the rear of the trousers are considered informal and not acceptable. Zips/studs are not permitted on trousers. Please read Appendix 1 'buy with confidence' section.
- Alternative to trousers: Iceni pleated skirt, this must touch the knee in length. Bermuda tailored shorts, these must be black, have no logo or sown on pockets.
- A plain white traditional long or short sleeved shirt with standard collar and white buttons. Shirts must be buttoned to the neck (both girls and boys) and tucked into trousers or skirts at all times. Epaulettes (or other non-formal attachments), fitted shirts, open-neck blouses, tee shirts or sports shirts are not acceptable.
- The Iceni black V-neck jumper may be worn under the blazer during cold weather. No other garments e.g. cardigans, sweatshirts, hooded tops, coloured jumpers are acceptable.
- The Iceni tie. Worn long with a small knot and should touch the waist of the trousers. This is available via our school website.
- Plain flat black shoes with an entirely leather or faux leather upper. Brogues, Oxfords, Loafers and Monk Straps are recommended. Fashion shoes including strapless shoes, open toe shoes, trainers or trainer style shoes or other colours, plimsolls/canvas shoes or boots are not acceptable. High heels are not permitted. Shoes that display a logo or brand, or shoes with stitching that is not black, are not permitted. Please see 'Buying with confidence'.
- Plain socks long enough to cover the ankle completely. Girls are also permitted to wear plain black or grey tights.

Additional clothing including outdoor clothing

- A suitable rucksack or bag large enough to take A4 folders and a range of books should be used to carry books and equipment.
- A plain (as much as possible) outdoor coat, with no attachments such as chains or studs may be worn over blazers. Hoodies, tracksuit tops or jumpers are not permitted and will be confiscated.

- All outdoor clothing for example, hats scarfs and gloves must not be worn in the academy building and must be kept in student bags.

Uniform requirements for students in year 7

- The Iceni Blazer with pre-embroidered academy badge (available only via the school website/ Birds of Derham).
- Plain grey, formal trousers. These should display a sharp crease front and rear. Additional pockets or zips are not permitted. Belts must be plain black leather or leather-look with a discreet buckle. Tight or elasticated/stretch fit or fashion style trousers such as denim jeans, jean style trousers, narrow fitted trousers, flaired or cords are not acceptable. External jeans-style pockets on the rear of the trousers are considered informal and not acceptable. Zips/studs are not permitted on trousers. Please read Appendix 1 'buy with confidence' section.
- Alternative to trousers: Iceni tarten pleated skirt, this must touch the knee in length. Bermuda tailored shorts, these must be black, have no logo or sown on pockets. (available only via the school website/ Birds of Derham).
- A plain white traditional long or short sleeved shirt with standard collar and white buttons. Shirts must be buttoned to the neck (both girls and boys) and tucked into trousers or skirts at all times. Epaulettes (or other non-formal attachments), fitted shirts, open-neck blouses, tee shirts or sports shirts are not acceptable.
- The Iceni grey V-neck jumper may be worn under the blazer during cold weather. No other garments e.g. cardigans, sweatshirts, hooded tops, coloured jumpers are acceptable. (available only via the school website/ Birds of Derham).
- The Iceni green and yellow tie. This is available via our school website or Bird of Derham.
- Plain flat black shoes with an entirely leather or faux leather upper. Brogues, Oxfords, Loafers and Monk Straps are recommended. Fashion shoes including strapless shoes, open toe shoes, trainers or trainer style shoes or other colours, plimsolls/canvas shoes or boots are not acceptable. High heels are not permitted. Shoes that display a logo or brand, or shoes with stitching that is not black, are not permitted. Please see 'Buying with confidence'.
- Plain socks long enough to cover the ankle completely. Girls are also permitted to wear plain black or grey tights.

Additional clothing including outdoor clothing

- A suitable rucksack or bag large enough to take A4 folders and a range of books should be used to carry books and equipment.

- A plain (as much as possible) outdoor coat, with no attachments such as chains or studs may be worn over blazers. Hoodies, tracksuit tops or jumpers are not permitted and will be confiscated.
- All outdoor clothing for example, hats scarfs and gloves must not be worn in the academy building and must be kept in student bags.

Jewellery

Students with pierced ears may wear one plain stud in each ear and if needed a clear nose retainer; facial or body-piercing is not permitted for reasons of safety. The academy is not an appropriate place to wear an excessive amount of jewellery therefore no rings, chains, tongue studs or body piercings are permitted. Health & Safety requirements mean no jewellery may be worn in technology or P.E. lessons. The academy cannot accept responsibility for items of value lost under any circumstances. The following items are permitted, but must (for health and safety reasons) be removed during P.E. lessons and all other practical lessons. The following may be worn.

- a watch
- a medical bracelet or necklace (chain and small pendant) can be worn, but not seen.
- a small stud earring in each ear (no hooped or drop earrings)

Should a student decide to have a piercing this must be done at the beginning of academy holidays as they will be required to take these out for practical subjects such as PE, with new piercings holes they may heal up within this time and we would not want students to miss out on learning or parents/ carers to lose money. Clear retainers are not permitted as an alternative.

Make-up and Hair Fashions

Extreme hair fashions, such as shapes, extreme changes in length or letters cut into the hair are not permitted. Dyed unnatural colours and totally shaved heads are strictly forbidden. This includes eyebrows.

Headwear may be worn for cultural or religious reasons. It should cover the hair only and never the face. It should not extend beyond shoulder length and must not cover the school logo or tie. All hair adornments (including clips, slides, 'scrunchies', Alice/hairbands) must be discreet and not overtly patterned or jeweled and in school colours (Navy, Black, Red, Grey or Green) if worn.

Facial hair must be trimmed short and smart at all times.

Make-up should be natural looking. No false nails or eye lashes. Only clear nail varnish is permitted and the length should not have a impact on the students' school life and should be cut to a sensible length.

Procedures for non-compliance

At the beginning of the school day students will complete a morning standard's check. Within this time students' uniform will also be checked. If a student attends Icen Academy with incorrect uniform, then the following actions will be taken:

- If a student is wearing incorrect uniform, (for example trousers, shirt, shoes) then parents/ carers will be contacted to notify them and ask to bring in the correct items of uniform. If this cannot be done then student will be required to wear loaned uniform or be removed from circulation for the day.
- If there is an emergency, such as school shoes have broken the day before or trousers have split, then students must attain a note in the planner from their parents/ carers to explain the circumstance for which the student is not wearing the correct uniform. Where possible students will be given uniform to borrow and this must be worn by the student. Refusal to wear this will result in the student being isolated. All uniform is cleaned between loans.
If this is not possible then a student will be given a uniform pass. In both circumstances' replacement or correct items of clothing must be purchased within 48 hours. If you have any financial difficulties or this presents a problem you must speak with the Head of Year whom will liaise with the Assistant Principal to help rectify this issue where possible.

In some situations, students may be asked to go home to rectify the issues. In this case best effort will be made to inform the parent/ carer beforehand. Government guidance states that a Principal or others acting on their behalf may ask a student to go home to rectify the breach of school rules on appearance. The student will be expected back into school as soon as possible in the correct uniform.

In the case of unnatural make-up students will be asked to remove make up to a 'natural' look or completely. Refusal to do so will result in a student being isolated or having their social time taken away from them, including immediately after school.

In the case of jewellery, if a student is found to have jewellery that is not permitted then they will be asked to remove it and it will be confiscated. The academy take no liability for lost or damage to any items that have been confiscated. Confiscated items will be returned to the student at the end of the academy day.

Should a student breach this rule again then items will be confiscated and parents/ carers will be asked to come into school and collect the items from reception.

Should continued uniform infringements occur then students may be placed into isolation for a period of time. They may also receive other behavioural sanctions in line with the school behaviour policy. Parents/ carers may be required to come into school to discuss any continued issues and students may be placed on a uniform report.

Uniform – Year 8-11

- Blazer with academy logo*
- Academy tie* (worn long with small knot and should touch the waist of the trousers)
- Academy jumper with V neck detail* This may be worn under the blazer during cold weather but never on its own.
- Plain black trousers of regular shape and formal design/fabric. Trousers should cover all of the leg and should not be tight fitting, stretch fabric, flaired or resembling jeans. Please see 'Buying with confidence' section for further guidance. Icení pleated skirt*, this must touch the knee in length. Bermuda tailored shorts.
- A formal plain white, long or short-sleeved shirt. This must be worn buttoned at the neck and tucked in at all times.
- Black plain leather or faux-leather shoes (no boots, trainers or training looking, canvas or logos). Please see 'Buying with confidence' section for further guidance.
- Plain black socks, these must cover the ankle. Trainer socks are not permitted. Black or flesh coloured tights may be worn. Trainer socks or sock liners are not permitted.
- Black, plain belt. No large buckles are permitted.

* these items are available via our website or Birds of Derham only. Please note all items of uniform can be purchased via the school website.

Uniform – Year 7

- Green Blazer with academy logo*
- Academy tie*
- Grey academy jumper with V neck detail* This may be worn under the blazer during cold weather but never on its own.
- Plain grey trousers of regular shape and formal design/fabric. Trousers should cover all of the leg and should not be tight fitting, stretch fabric, flaired or resembling jeans. Please see 'Buying with confidence' section for further guidance.
- Icení pleated skirt*, this must touch the knee in length. This is optional.

- Bermuda tailored shorts. These are optional.
- A formal plain white, long or short-sleeved shirt. This must be worn buttoned at the neck and tucked in at all times.
- Black plain leather or faux-leather shoes (no boots, trainers or training looking, canvas or logos). Please see 'Buying with confidence' section for further guidance.
- Plain socks, these must cover the ankle. Trainer socks are not permitted. Black or flesh coloured tights may be worn. Trainer socks or sock liners are not permitted.
- Black, plain belt. No large buckles are permitted.

* these items are available via our website or Birds of Derham only. Please note all items of uniform can be purchased via the school website.

PE Uniform

Top Half:

Academy Polo Top (Compulsory)

Optional:

Academy PE hoodie or plain navy hoodie with no logo

Academy Rugby shirt (please note that no hoodies may be worn during rugby lessons)

Academy base layer or plain navy base layer (base layers to be worn under polo top and not on their own)

Bottom Half:

Academy Shorts or plain navy shorts with no logo

Academy technical pant (jogging bottoms) or plain navy jogging bottoms with no logo

Academy base layer leggings

Plain navy/black leggings (to be worn under academy shorts and not on their own)

Socks:

Academy sports socks or white sports socks

Please note that apart from on optional white sports socks, absolutely no items with logos will be permitted to be worn. Pupils should wear either academy branded items or a strictly plain alternative. This is to provide a cost-effective option for families.

Sensible trainers are compulsory for PE.

All PE uniform can be purchased via Birds of Derham:

<https://www.birdsofderham.com/shop/category/schools-iceni-academy-155/>

Shin pads should be worn when representing the academy in Football and Hockey fixtures and gum shields in Rugby and Hockey. These can also be used in lessons and are available to purchase via the Anglia Sportswear link. Students are expected to bring P.E. Kit to all P.E. Lessons. If a student is injured they are expected to produce a note from parents/carers. They will still be expected to change into their full PE kit and take part in alternative roles such as official, coach and/or organiser. We accept that on occasions students may forget their P.E. kit. In this situation they are expected to borrow kit for the lesson from the P.E. Department.

Ready to Learn

In the academic year of 2025-2026 we will be supplying students with equipment in each and every one of their lessons so parents/ carers do not need to buy this, however students can still bring their own pencil cases if they wish. If they wish to bring their own we would recommend the following equipment:

- writing pens, black or blue (more than one)
- pencils
- sharpener
- ruler
- eraser
-

KS4 students must have:

- Scientific calculator
- A protractor and compass

Optional items include:

- glue, stick type
- coloured pens/pencils
- compass – Students in KS4 must have a calculator
- protractor – Students in KS4 years must have a protractor
- highlighters
- calculator – Student in examination years must have a calculator

Appendix 1 Buying with confidence

Shops selling items of uniform such as trousers and skirts often label their goods as 'school uniform' or 'school wear'. However, please be aware that sometimes the style and/or fit of the products labelled in this way do not always meet our expectations.

We will require items of uniform that do not match the styles of skirt or trousers shown on our supplier's website and outlined in our uniform policy, be exchanged or replaced.

To be certain that the items bought are appropriate, please refer to our uniform expectations and the supplier's website before shopping. Below is further guidance on the most common purchase that often have to be changed or do not meet our uniform standards to help you buy with confidence.



Uniform Trousers

- For year 8-11 with black blazer: Plain black, formal straight fit style trousers. These should display a sharp crease front and rear and enough play in the material at the thigh and ankle to allow the trousers to hang correctly. The waistband must include belt-loops and a standard hook and eye or button closure. Available from the school website.
- Year 7: Plain grey, formal straight fit style trousers. These should display a sharp crease front and rear and enough play in the material at the thigh and ankle to allow the trousers to hang correctly. The waistband must include belt-loops and a standard hook and eye or button closure. Available from the school website.
- Please note: If trousers are elasticated or stretch fit material and are tightly fitted, then they are not appropriate for school, they should not be skin hugging. Fashion style trousers such as denim jeans, jean style trousers, narrow fitted trousers with a heavily tapered leg, or flairs are not acceptable. Additional pockets or zips are not permitted. External pockets on the rear of trousers will be considered jean-style and not permitted to be worn.
- Year 7 Grey Tailored shorts are also permitted, however these must be tailored, no sown on pockets, no logos and be straight fitted.

- Year 8-11 if wearing a black blazer: Black Tailored shorts are also permitted, however these must be tailored, no sewn on pockets, no logos and be straight fitted.

Shirts

- A plain white traditional long or short-sleeved shirt with standard collar and white buttons. Shirts must be buttoned to the neck and tucked into trousers or skirts at all times. Available from the school website. Epaulettes (or other non-formal attachments), fitted shirts, blouse style shirts, tee shirts or sports shirts are not acceptable. Linen and other types of fabric that are non-cotton or cotton-blend are not permitted.



Skirts

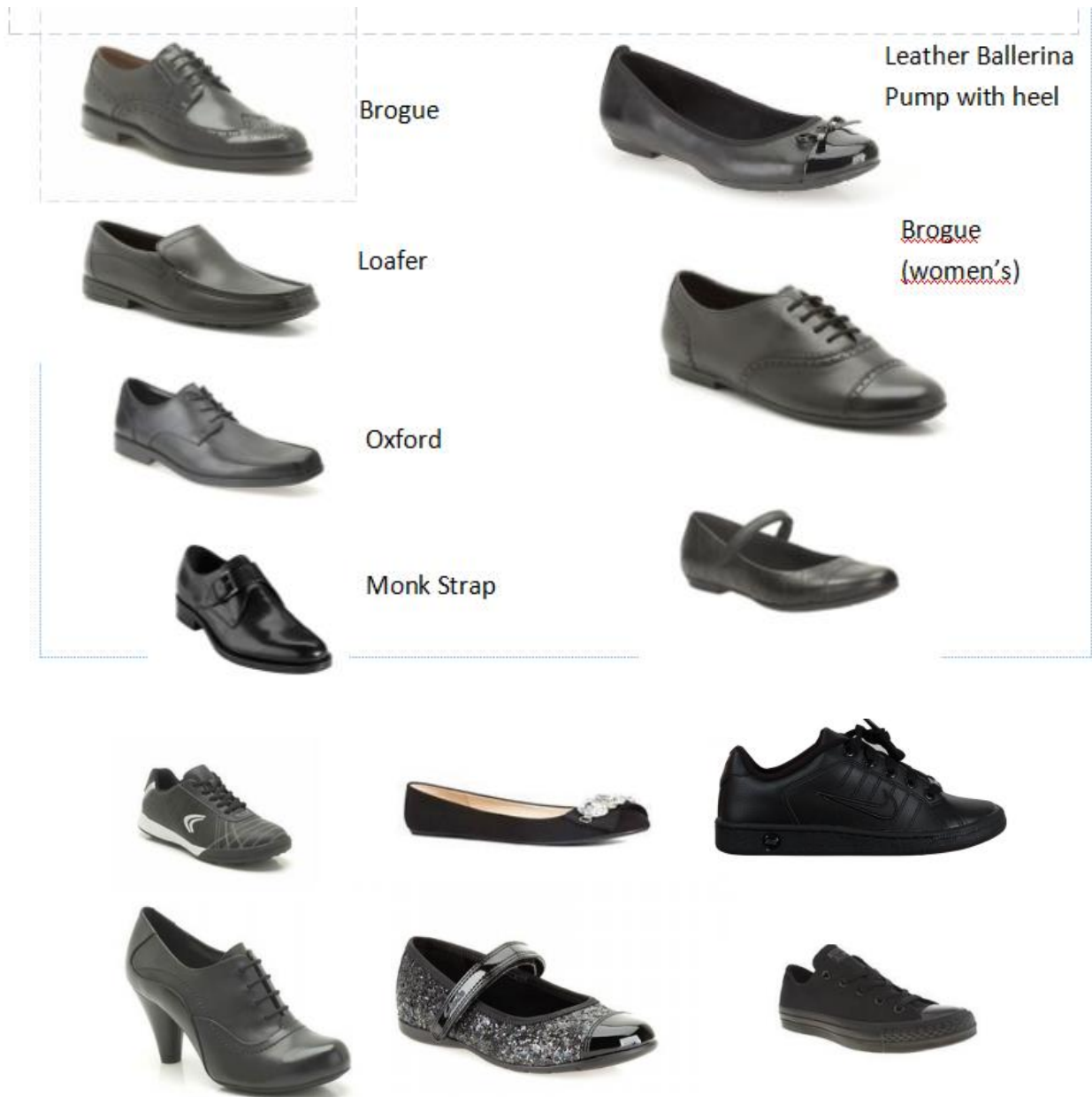
- Year 8-11 academic year 2025-2026 Skirts must be black pleated and touch the knee in length. No other skirts will be permitted. Please note that all students wearing a skirt will be expected to purchase the new skirt as of September 2026.
- Year 7 – Academy tartan pleated skirt must touch the knee in length, no other skirt will be permitted for year 7 or those with the new green blazer.

Shoes

Plain flat black shoes with an entirely leather or faux leather upper. Brogues, Oxfords, Loafers and Monk Straps are recommended.

- Girls' shoes must have a closed-toe without excessive beading or decoration.
- Trainer-style shoes (sometimes with Logos, labels and brace stitching patterns), Beetlecrushers, canvass ballerina, high heels or any type of boot (including DM style) are not acceptable.
- Shoes that display a logo or brand on the upper, brace patterns or shoes with stitching that is not black, are not permitted.
- Be aware that Velcro-fastenings are very often found on styles that may have been acceptable in Primary Schools but are not at Iceni Academy. Please check first.
- Ankle boots are not acceptable.

ICeni Acceptable Shoes guide (example list and not exhaustive)



ICENI Academy unacceptable Shoes guide (example list and not exhaustive)

Appendix 2 Frequently asked questions.

What happens if I cannot send my child into the academy with correct uniform despite making every attempt to do so?

If for any reason an item of uniform is damaged and cannot be worn, a note from a parent/carer must be written and shown to the Form Tutor or year team. Where possible we will lend uniform. If the item has not been replaced within 48 hours the students may be removed from general circulation. Students are also expected to wear loan items (blazers, ties, shoes) if requested. Any parent experiencing severe financial hardship should contact their child's year team.

* Exceptions to the 48-hour rule include easily avoidable issues such as forgetting shoes or leaving them at a friend's house, excessive make-up or not being able to find items of uniform through disorganisation. In such instances, a student would be given alternatives to wear (when available) or removed from circulation.

My child has a medical condition that makes wearing uniform hard

Following work with the NHS Podiatry team we are able to send further guidance on appropriate footwear and buying support that still meets the uniform expectations of formal style shoes. If you feel that the medical need is different to those of the Podiatry team please let us know so we can work with you. In the very rare incidents of trainers being permitted, these must be plain black with no logos. Wherever possible, we would seek alternatives that allow for the student to feel as comfortable as possible whilst not standing out significantly from peers.

Why don't you allow certain hairstyles or fashion items in school?

We would like to cultivate an atmosphere where individuality and depth of character are expressed through academic and social creativity rather than appearance. Although allowing children to follow trends might seem harmless, it can have negative consequences for those children who cannot afford the latest fashion items or whose parents maintain stricter control over appearance. Many parents do not wish to send their children into an environment where the latest superficial and costly trends are permitted. The associated pressure to copy these can be a source of unnecessary anxiety, conflict with peers and family and, sadly, bullying. We also believe strongly that the tradition of uniform cultivates a stronger feeling of community, togetherness and high standards.

The presentation of the students also reflects the reputation and standing of the school in the wider community. It is a parent's right to choose the school their child attends. At ICENI Academy we are clear that the menu on offer is one of high standards of dress, conduct and learning. A student who deliberately lowers standards has a detrimental impact not only on themselves, but also every other student.

Appearance doesn't affect learning, why are you doing this?

We disagree with this statement. Dressing formally is part of a learning process in readiness for adult life which is why we also have a dress code for staff. Regardless of which career or pathway our students chose, they will benefit from understanding that formal environments require a different standard of dress than informal environments. School is a formal environment. Our collective experience of working in many different schools and over many years, as well as years of research, has demonstrated that poor academic outcomes generally go hand in hand with a wider culture of low expectations, poor uniform and poor conduct.

What will happen if my child refuses to follow the academy expectations?

We will contact you so that you can put in place the required support from home. In the academy, choosing not to follow our simple guidelines regarding uniform will result in the student being placed in isolation until this is corrected. Year Teams will decide upon further action if the matter cannot be rectified in the short term. You will be informed of the concern and of the action being taken.

Should there be continued refusal to meet our expectations, further sanctions will be put in place.

My child cannot wear school shoes as they have an injury.

Upon medical evidence being issued to the year team the student will be given a uniform pass. This will be reviewed weekly unless a timeframe is stated within the medical letter. Students must wear their school shoes if they do not have a medical note. School shoes are often the most supportive footwear and will not affect a child whom has a minor injury.