



# MacIntyre Academies

## Uniform Policy

Version:	Changes/Updates		Responsibility:	Date:
V1	Section /Page	Change	CEO (or their equivalent)	Feb 2026
		New policy to reflect changes in legislation		

Person Responsible:	CEO (or their equivalent)
Type of policy	Statutory
Date of first draft:	Feb 2026
Date of staff consultation:	n/a
Date adopted by the Trust Board:	Feb 2026
Date of implementation:	Feb 2026
Date reviewed:	n/a
Date of next review:	Feb 2029

## Uniform Policy

### 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 Academy's legal duty under the Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on the protected characteristics, which include age, sex, sexual orientation, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our Academy will:

- Avoid listing uniform items based on sex, to give all learners 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 learners
- Allow all learners to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all learners to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow learners to request changes to swimwear for religious reasons or if they are experiencing discomfort
- Allow learners to wear headscarves and/or other religious garments
- Allow learners with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs
- Allow for reasonable adaptations to our policy on the grounds of equality by asking learners or their parents/carers to get in touch with Matt Clark (Deputy Principal) via [Matt.Clark@macintyreacademies.org](mailto:Matt.Clark@macintyreacademies.org) or 024 77103370, 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 an Academy 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
- Limiting items with distinctive characteristics to low-cost and/or long-lasting items, such as ties
- Considering cheaper alternatives to Academy-branded items, such as logos that can be ironed on, as long as this does not compromise quality and durability
- Avoiding specific requirements for items learners could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the Academy's uniform can act as a social leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items, including a pre-worn bank at each Academy
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and learners on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy
- Providing the first items of compulsory branded uniform at no cost

#### **4. Expectations for Academy uniform**

We never want uniform to be a barrier to a learner's attendance, engagement and education. Where we have a uniform, learners are encouraged and expected to wear it but will never be penalised if they are unable to wear part of it. We want our learners to feel like a part of their school community and take pride in a sense of belonging in their school. However, we are sensitive to the varied needs of our learners, such as sensory difficulties and allow this to take priority as we recognise that a learner who is in discomfort will find it difficult to engage and learn.

#### **5. Expectations for our school community**

##### **5.1 Learners**

Learners are expected to wear the correct uniform subject to point 4 above (other than specified non-school uniform days) while:

- On the Academy premises
- Travelling to and from the Academy
- At out-of-school events or on trips that are organised by the Academy, or where they are representing the Academy (if required)
- Learners are also expected to contact the 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 where applicable, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents/carers are also expected to contact the 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/carers are expected to lodge any complaints or objections relating to the Academy uniform in a timely and reasonable manner.

Disputes about the cost of the uniform will be:

- Resolved locally
- Dealt with in accordance with our Academy's complaints policy

The Academy will work closely with parents/carers to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will support learners to wear the correct uniform in line with point 4.

### **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 Academy
- Takes into account the views of parents/carers and learners
- Offers a uniform that is appropriate, practical and safe for all learners

The Board will also make sure that the Academy'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.

## **6. Monitoring arrangements**

This policy will be reviewed every 3 years by The Trust Board. The Appendix relevant to each Academy will be reviewed annually by the Principal and approved by the relevant Local Advisory Board.

## **7. Links to other policies**

This policy is linked to our:

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

## Appendix - Discovery Academy

Items	Discovery
Branded Items compulsory	Purple polo shirt (Grey for Yr10+) Purple sweatshirt or Black Zipped Hoodie
Non-Branded Items compulsory	Comfortable black trousers
Branded Items optional	Purple coat
Non-Branded Items optional	Coat
Shoes	Comfortable, closed-toed footwear
PE Kit	A spare change of suitable clothing may be brought to school on days with PE or Forrest school lessons.

To purchase branded items please visit the store:

The Schoolwear Centre 1-3 Abbeygate St, Nuneaton, CV11 4EJ, 024 76341682 or online at [www.schoolwearsolutions.com](http://www.schoolwearsolutions.com)

If you have any questions about the uniform bank of free items available in school, please speak to a member of class or office staff.

If you have any questions or concerns about uniform, please speak to Lorraine Nicholls (Operational DSL at Discovery Academy) or Tiff Wall (Parent LAB representative)