



Inspire Academy

Uniform Policy

LAST REVIEW DATE	March 2026	REVIEW PERIOD	Annually
NEXT REVIEW DATE	March 2027	TYPE OF POLICY	Statutory

DATE OF RATIFICATION:	12/03/2026
SIGNATURE	
PRINT NAME	Justin Stuart - Chair of Trust

Introduction

At Inspire Academy it is our school policy that all learners wear school uniform when attending the Academy, or when participating in Academy organised events such as educational visits or sporting competitions unless parents are informed otherwise.

Our uniform standards are high, and our uniform is inclusive and smart. We expect parents to ensure learners arrive at school in correct uniform. We uphold strict standards to ensure every learner attends an equal and fair school environment; this supports us to ensure that appearance does not advantage or disadvantage any child based on fashion choices, socio-economic factors, weather or body shape/size.

Some items of uniform can be bought from our uniform suppliers, whilst others are easily available, at very competitive prices, at local retailers including supermarkets. A complete list of the items needed for school uniform including those for Physical Education, is contained within this policy.

1. Aims

Our uniform identifies us as a community and reinforces our culture of high expectations and academic achievement. All learners are expected to dress in full school uniform (unless medical evidence supports otherwise) as this is a very important part of our culture.

Instilling high standards teaches learners to comply with a dress code, which will be an important workplace skill for them in later life. Perhaps most importantly, our uniform reflects our corporate identity as a community and encourages learners to take pride in themselves and their school."

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. Limiting the cost of school uniform

Our Academy 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 must 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' ability to 'shop around' for a low price.

Therefore, we have carefully considered the expectations for uniform and have considered the following:
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
- Considering cheaper alternatives to school-branded items if this doesn't compromise quality and durability
- Ensuring wherever possible, items are not branded enabling learners to wear items at weekends and in the school holidays (coats, bags and shoes for example)
- 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 year groups
- Avoiding different uniform requirements for extra-curricular activities
- Making sure that arrangements are in place for parents to acquire second-hand uniform items



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- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and learners on any proposed significant changes to the uniform policy such as change of colour or a significant increase in cost
- Regularly reviewing our agreements with our uniform suppliers to ensure best value for money
- In line with updated statutory guidance (DfE, 2025) and the Children's Wellbeing and Schools Bill, Inspire Academy will ensure that compulsory branded items do not exceed three in total. The Academy will review branded items ahead of September 2026 to ensure full compliance and minimise cost for families.
- The school will periodically **review supplier contracts** for value for money (annual check advised by DfE).
- Parents are *not required* to purchase accessories (e.g., coats, bags) from specialist suppliers.

3. Expectations for Academy uniform

Inspire Academy uniform:

- Inspire Academy navy blue jumper* or plain navy-blue jumper (no hoods)
- Inspire Academy logo baby blue Polo shirt* or plain baby blue polo shirt
- Plain black straight leg trousers or joggers or Plain black, knee-length pleated skirt (all learners wearing skirts must ensure they are worn at knee length, unrolled, and in line with uniform expectations)
- Plain black tights to be worn with skirts
- Plain black flat enclosed shoes (no boots, canvas shoes, sliders or crocs allowed)
- Black, Navy or baby blue headscarf (to be worn for religious reasons only)

Inspire Academy P.E. kit:

- Plain blue t shirt
- Plain navy shorts
- Plain black or navy jogging bottoms or plain navy leggings with discreet logo
- Trainers
- Football boots – moulded studs (desirable)
- Shin pads (desirable)

Items marked * can be purchased from our uniform supplier identified below.

4. Where to purchase it

Uniform can be purchased from our uniform supplier:

School Time Outfitters

87-89 High Street

Chatham

ME4 4EE

schooltime.co.uk

Phone: 01634831684

Email: info@schooltime.co.uk

- Parents and carers can obtain all items not marked with * from our uniform supplier or from high street retailers such as supermarkets
- Where parents are experiencing financial difficulties and require support with purchasing the school uniform, please contact the Academy office and ask to speak with the DSL.
- As learners grow out of their uniform, we welcome donations of uniform to continue to support all of our learners to wear the correct Academy uniform – please hand any unwanted items to the Academy office. Thank you in advance for your support.

5. Second-Hand Uniform

Second-hand uniform is available year-round from the Academy office. Parents can request items confidentially via



the Academy main office or the DSL. Termly second-hand sales will run to support affordability for all families.

6. Expectations for our Academy community

Learners are expected to always wear the correct uniform (other than specified non-school uniform days) while:

- On the Academy premises
- Travelling to and from the Academy
- At out-of-Academy 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 Headteacher if they wish to request an amendment to the uniform policy in relation to their protected characteristics.

7. 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 also expected to contact the Headteacher, in writing, 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 Academy uniform in a timely and reasonable manner and in accordance with our published complaints policy.

The Academy seeks to work with parents/carers to resolve any issues relating to uniform. Should there be an issue with your child meeting the above expectations we would ask that you contact the Academy in advance so that we can work together to resolve the issue. Should your child arrive to school with incorrect uniform, you will be contacted by telephone, and you will be asked to attend the Academy with the correct uniform and support. If you are unable to attend the Academy, your child may have to return home to change into the correct uniform and return. Learners **will not** be sent home if doing so would create safeguarding risk or significantly impact attendance. The Academy will always prioritise keeping learners in school wherever possible. If your child does not return your child's attendance will be recorded as unauthorised. We appreciate your support in working with us to ensure that learners come to school well-presented and in correct uniform.

8. Staff

Staff will closely monitor learners to make sure they are in the correct uniform. They will give any learners and families breaching the uniform policy the opportunity to comply, however any persistent disregard for the policy will result in a formal meeting with parents.

Ongoing breaches of our uniform policy will result in the behaviour policy being applied and on occasions the child will be given the correct uniform (from the second-hand reserves) and expected to change into what it provided. 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.

9. 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
- 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.

10. Monitoring Arrangements

This policy will be reviewed annually by the Headteacher and every 5 years in consultation with other stakeholders including staff, learners, parents and carers. At every review, it will be approved by the Governing body and published on the Academy website.

We welcome the views of parents and learners when reviewing our uniform and encourage parents to share any feedback.

11. Our Academy'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, 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
- Allow all learners to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow learners to request changes to swimwear for religious reasons
- Allow learners to wear headscarves and other religious or cultural symbols/ jewellery – please speak with the Academy to ensure that we are full informed of your expectations
- Head coverings worn for religious, cultural or personal identity reasons are permitted in plain black, navy or baby blue
- Allow for adaptations to our policy on the grounds of equality by asking learners or their parents to get in touch with the Headteacher (in writing for parents), who can answer questions about the policy and respond to any requests
- The Academy adheres to EHRC guidance on hair discrimination. Hairstyles associated with race, ethnicity, culture or protective styling are fully permitted. Any hairstyle expectations will apply equally to all learners.

In all matters concerning uniform, the Headteacher's decision is final.

12. Explicit Inclusion for SEND Needs

Learners with SEND or sensory needs may request reasonable adjustments to uniform (e.g., alternative fabrics, footwear adaptations, loosening of ties/fastenings). Parents should contact the SENCO or Headteacher for support.

13. Links to other policies

This policy is linked to our:

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

