ACADEMY
GREAT BARR

Uniform and Appearance Policy

2026-27



Policy owner	Mr J Webster
Approval	Local Governing Body
Effective from	November 2026
Next review	November 2027

1. Purpose and scope

This policy sets the uniform and appearance rules for students in Years 7 to 11 at Q3 Academy Great Barr. It also sets the GB6th dress code.

Uniform creates a shared identity, supports good order, and helps students arrive ready to learn.

Students must follow this policy while on the school site, travelling to or from school, and taking part in school activities where uniform or sports kit is required.

2. Equality, religion, disability, and individual needs

Reasonable adjustments apply for disabled students. The school will consider variations where a rule affects a student because of:

- disability, a medical condition, or special educational needs and disabilities (SEND)
- religion or belief
- race, culture, or hair texture
- sex, sexual orientation, gender reassignment, or pregnancy and maternity
- another relevant individual circumstance

This may include a different garment, fabric, fastening, fit, footwear, headwear, or way of wearing an item. Safety restrictions will be based on the activity and the student's circumstances, not assumptions about a protected characteristic.

Students and parents should raise a request with the student's personal tutor or the Pastoral and Behaviour Team. Decisions will take account of individual needs and any proportionate safety or other justified restriction. A temporary arrangement may be used while a request is considered.

The school may temporarily adapt these rules during extreme or adverse weather, including during a weather-health alert. It will tell students and parents about any temporary change.

3. Years 7 to 11 uniform

Students in Years 7 to 11 must wear the required items correctly throughout the school day. There are 4 compulsory branded uniform and sports kit items:

- one pair of Q3 Academy Great Barr trousers or one Q3 Academy Great Barr skirt
- one Q3 Academy Great Barr clip-on tie
- one branded Q3 Academy Great Barr sports top
- one pair of branded Q3 Academy Great Barr sports shorts or tracksuit bottoms

The choice between branded trousers and a branded skirt counts as one item. The choice between branded sports shorts and branded tracksuit bottoms also counts as one item. The Q3 Academy Great Barr jumper is optional, and a generic alternative is permitted.

Item	Status	Requirements
Trousers	required and branded	Navy Q3 Academy Great Barr trousers. Black, fitted, or stretchy trousers are not permitted. Trousers must be worn at the waist and must not sag.
Skirt	required and branded alternative to trousers	One of the 2 navy Q3 Academy Great Barr skirt styles. It must fit at knee length, must not be rolled up, and must show both Q3 Academy Great Barr logos. Black, stretchy, or shorter skirts are not permitted.
Shirt or blouse	required and generic	Plain white, with long or short sleeves. It must be tucked in and the top button must be fastened.
Tie	required and branded	The Q3 Academy Great Barr clip-on tie, worn correctly with the top shirt button fastened.
ID card, case, and lanyard	required school-supplied identification equipment	Wear the school-issued lanyard around the neck with the coloured lanyard visible. The ID card and case may sit inside a jumper. Get a temporary badge if the card is lost or broken. Replacement items can be bought through ParentPay.
Coat	optional and generic	A weather-appropriate coat may be worn to and from school. It must be removed inside the building and carried or placed in a bag. An agreed adjustment may apply.
Jumper	optional	The navy Q3 Academy Great Barr jumper or a plain navy unbranded jumper of an equivalent type. It must not be tied, clipped, or altered to change its fit. Hoodies, denim jackets, sweatshirts, cardigans, and tracksuit tops are not permitted as uniform.
Shoes	required and generic	Plain black, low-heeled, polishable lace-up or slip-on school shoes without logos. Boots, canvas or suede footwear, trainers, and shoes with a trainer-style silhouette are not permitted, even if they are polishable. A brand name does not determine whether a shoe is acceptable; some Kickers styles do not meet these rules. Check with the student's personal tutor before buying if unsure.
Socks or tights	required and generic	Plain black, navy, or white socks. Tights must be plain and opaque in black, navy, or a colour that matches the student's skin tone. Branded or patterned socks and tights are not permitted.

Staff may require the lanyard to be removed or secured during an activity where it creates an entanglement risk.

The images below show the required branded trousers and tie, and the 2 permitted branded skirt styles. The written rules above determine whether an item is acceptable.



Branded trousers



Clip-on tie



Pleated skirt



Straight skirt

These images illustrate the footwear rule. Acceptable shoes are plain black, low-heeled, polishable school shoes. Boots, canvas or suede shoes, and trainer-style footwear are not acceptable.



Acceptable school shoes



Unacceptable footwear

4. Wellbeing Active sports kit

Students in Years 7 to 11 must bring and wear suitable sports kit for every Wellbeing Active lesson. This applies even if a student is not taking part for medical reasons, unless a temporary risk assessment, medical plan, or agreed adjustment states otherwise.

The required branded sports kit items are:

- one branded navy Q3 Academy Great Barr sports top
- one pair of branded navy Q3 Academy Great Barr shorts or tracksuit bottoms

These are the third and fourth compulsory branded items in section 3. Students do not need both shorts and tracksuit bottoms.

From September 2026, the new Surridge Sport kit is supplied by Clive Mark. Buying the full set is optional. The branded quarter-zip training top is optional, and a plain navy or black unbranded equivalent may be worn instead. Neither version is a compulsory branded item.

A plain black or navy T-shirt or base layer may be worn underneath the required branded sports top. It does not replace the sports top unless the school has agreed an adjustment.

Students may continue to wear their existing Macron sports kit throughout 2026-27, replacing items as they are outgrown during that year.

Plain white, black, or navy sports socks are permitted. White sports socks must be unbranded. Leggings or other base layers must be plain black or navy and worn underneath Q3 Academy Great Barr shorts or tracksuit bottoms.

Sports trainers must provide suitable support and stability for the activity. They do not need to be expensive or from a specified brand. Staff may require jewellery, headwear, or other items to be removed, secured, or covered where this is necessary for a particular activity. The school will consider a safe alternative or adjustment where needed.

5. Appearance rules for years 7 to 11

Jewellery and piercings

Students may wear:

- one pair of plain gold or silver studs, one in each earlobe, no wider than 5mm and without jewels
- one small, plain wristwatch that is not a smart watch
- a bracelet worn for religious reasons, subject to any activity-specific safety requirement

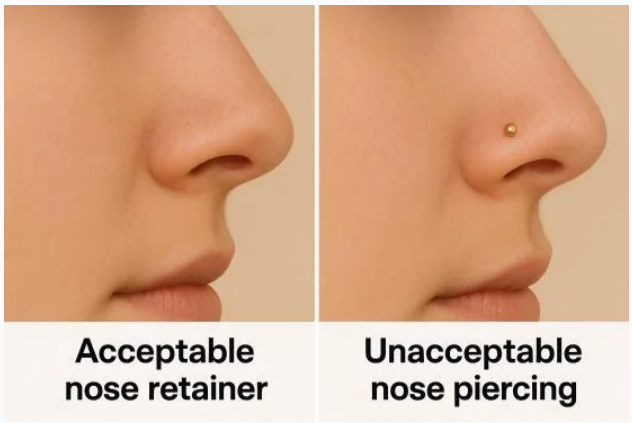
Rings, other bracelets, necklaces, and ear spacers are not permitted. Jewellery in any other face, mouth, or body piercing must not be worn or visible. Nose studs are not permitted. A clear plastic nose retainer is allowed only if it sits below the skin surface and is not noticeable.

A student may request a variation for religion or belief, disability, a medical need, or another protected reason under section 2. The school may require jewellery to be removed, secured, or covered where a genuine safety risk cannot otherwise be managed.

The images below illustrate the piercing rules. The written measurements and requirements above determine whether an item is acceptable.



Earlobe studs



Nose piercings

Make-up, eyelashes, and nails

Make-up must be minimal and have a natural appearance. Eyelashes and nails must also look natural. Coloured nails and nail art are not permitted. Staff may ask a student to remove make-up or nail products that do not meet these rules.

Hair, headwear, and face coverings

Hair must be a uniform natural colour. Brightly coloured dye, entirely shaved heads, and decorative or extreme hairstyles are not permitted, subject to section 2 and the protections below. Lines in hair or eyebrows are not permitted.

The school will not treat natural Afro-textured hair, protective or cultural hairstyles, or hair worn because of religion or belief as a breach. This includes braids, locks, twists, cornrows, plaits, skin fades, and natural Afro hairstyles. Section 2 applies where an individual exception or adjustment is needed.

Religious headwear and hair accessories must be plain black, grey, or navy unless the school agrees a variation under section 2. Requests to wear religious face coverings are considered under section 2.

Non-religious headwear and face coverings are not permitted. This includes caps, durags, bandanas, balaclavas, and snoods. Variations for culturally significant or protective headwear, disability, a medical need, or another protected reason are considered under section 2.

Chewing gum

Chewing gum is not permitted while this policy applies. A breach may result in a proportionate sanction under the 'Behaviour Policy'.

6. GB6th dress code

GB6th students must dress in smart, practical clothing suitable for a school and workplace setting. They may wear:

- smart trousers or chinos, jeans with no rips, and jogger-style trousers in neutral colours
- skirts and dresses of an appropriate length
- tailored shirts, polo shirts, plain T-shirts, blouses, and smart tops
- smart sweatshirts without logos
- smart jumpers or cardigans
- smart shoes or boots
- smart trainers in neutral colours
- nail varnish and false nails of a safe, workable length

The following rules also apply:

- clothing must be clean, safe, and suitable for study
- full tracksuits are not permitted
- tops must cover the torso, including the chest, and must not be cropped

- clothing and accessories must not display offensive language or images
- a logo must be discreet and cover no more than 25% of the top
- open-toe footwear is not permitted
- hair and eyebrows must be a natural colour, with no extreme colours or styles, subject to section 2
- no facial piercing is permitted other than one nose stud
- the school ID badge must be worn and displayed

Students taking A level PE or Level 3 sport may wear clothing and footwear suitable for their practical lessons on the days those lessons take place.

Any authorised GB6th phone use is limited to the designated Sixth Form study area, away from younger students. The 'Behaviour Policy' sets out the device-pouch arrangements, including confirmation of the GB6th exception, and all other mobile-phone and smart-device rules.

The adjustments and individual consideration in section 2 also apply to GB6th.

7. Affordability, support, and suppliers

Families experiencing financial hardship should contact the Parent Helpdesk or Pastoral and Behaviour Team as early as possible to discuss help with uniform or a temporary arrangement.

Students who are missing an item may ask the Pastoral and Behaviour Team for a loan when they enter the building. Parents must return loaned items. The school may seek reasonable replacement costs for items not returned, lost, or damaged where permitted by law and the Trust's 'Charging and Remissions Policy', including its remission arrangements.

Parents of current students can email the Parent Helpdesk to ask about second-hand uniform. Prospective families can contact Reception on 0121 358 6186. Stock is limited, so availability cannot be guaranteed. Donations of clean uniform in good condition can be brought to Reception.

Generic items may be bought from any retailer if they meet this policy. Branded uniform is available from the approved suppliers below.

Supplier	Items and contact details
Uniforms Plus	Uniform. 935 Walsall Road, Birmingham, B42 1TN. 0121 357 8285. Uniforms Plus.
Clive Mark	Uniform and the new Surridge sports kit. Saddlers Shopping Centre, Walsall, WS1 1YT. 01922 622556. Clive Mark.
The School Uniform Merchant	Uniform. 127 High Street, Tipton, DY4 9JE. 0121 520 3120. The School Uniform Merchant.

Families should raise concerns about the supply or quality of an item with the store that sold it. They may also tell the school if the issue affects access to correct uniform.

8. Responding to a breach

Responses to a breach will take account of financial hardship, access to clean uniform, the needs in section 2, safeguarding, and circumstances outside the student's control. A student will not miss classroom teaching or other school activities solely because their family cannot afford uniform.

Where an item is missing or footwear is incorrect, staff may offer a loan item. Students with incorrect footwear must change temporarily into school pumps when provided, if they are a safe and suitable fit and meet any agreed adjustment.

Staff may require a student to remove and hand over a prohibited item, including jewellery, a non-uniform jumper, a hoodie, a cap, or a coat worn inside. Ordinary non-uniform items will normally be returned at the end of the school day. Jewellery and other valuable items will be kept securely at Reception for parent collection on an agreed date.

A uniform or appearance breach does not by itself authorise a non-consensual search. Any search will take place only where the law and the 'Behaviour Policy' permit. Staff will not use force to search for an item banned only by school rules.

Uniform breaches and refusal to follow a lawful and reasonable instruction may result in sanctions under the 'Behaviour Policy', including detention. Removal from class or internal isolation is subject to that policy's thresholds and safeguards, including continued education. Any response will be fair and proportionate.

The headteacher decides how this policy applies to an individual item or situation. That decision remains subject to the school's equality duties and reasonable adjustments. A parent may raise a concern with the school and use the Trust's 'Complaints, Compliments and Comments Policy and Procedure' if it is not resolved.