

John Henry Newman Academy



School Uniform Policy

Date Ratified	Signed By/Position	Signature
	Executive Head Teacher	Katie Screatton
	Chair of Governors	Jean Holderness
	Lead Member of Staff	Rachel Weston, Head of school
Review Date: January 2026		

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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 school'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 school will:

- Avoid listing uniform items based on sex, to give all pupils 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 pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Rachel Weston, Head of School, who can answer questions about the policy and respond to any requests

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 on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to 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.

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:

- Reviewing the items in our uniform list to ensure that they are available from supermarkets and shops local to Littlemore. This reduces the need to pay for postage and/or travel costs to acquire uniform
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Avoiding using companies that specifically sell branded items. All our uniform can have the school logo put on it for just £1
- Avoiding different uniform requirements for different year groups
- Avoiding, where possible, different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

4. Expectations for school uniform

John Henry Newman Academy has a uniform, which we expect all children to wear.

4.1 Our school's uniform

School uniform should be selected from the following items:

- plain black trousers or shorts - **Required**
- plain black skirt or pinafore dress - **Required**
- pale blue checked dress in the summer time – **Optional**
- white or royal blue polo shirt or blouse - **Required**
- plain navy sweatshirt or cardigan with school badge * - **Required** – school badge, **optional**
- plain black school shoes, closed toe sandals or plain black trainers - **Required**
- plain white or black socks - **Required**
- plain black or navy head scarves, white can be worn in the summer - **Optional**

PE and sports clothing:

- plain white round neck t-shirt **Required**
- plain black shorts or PE skirt - **Required**
- plain black jogging bottoms - **Required**
- non-marking plain black or white trainers / plimsolls - **Optional**
- plain white or black sports socks **Required**
- swimming hat (available from the school office) for swimming terms - **Required**

We kindly ask that the children do not come in with branded sports gear on their PE days.

* School logo badges are available to purchase via ParentMail for £1.00.

Jewellery and Hair Accessories

- Hair accessories should be discrete with long hair tied back with simple hair bands or clips
- Jewellery, with the exception of earrings, should not be worn unless there is a significant cultural reason for an item. Requests for a child to wear jewelry should be made to the Head of School

- Earrings can be worn, but they need to be discrete, small studs, one per ear. This is for health and safety reasons. Parents are asked to ensure that if ears are going to be pierced, that this is done at the start of the summer holidays so that PE and swimming lessons aren't missed. We ask all earrings to be removed on PE days and for swimming. If a child has their ears newly pierced, we will ask permission to cover these with medical tape when the child has PE

4.2 Where to purchase it

To ensure we have an affordable uniform, all our items can be purchased most supermarkets and high street stores such as Tesco, Sainsbury's, Primark. Local to our school, Sainsbury's Heyford Hill, stock all our items as well as Asda Living in Cowley Centre.

For second hand items, [The Oxfam Superstore](#) often has school uniform to purchase and we will ensure we have second-hand uniform sales throughout the year.

We have a steam press in school where we can apply the school logo badge. These can be purchased via ParentMail for £1.00. The school office can apply the badges for you to sweatshirts, cardigans and polo shirts. Please purchase the badges first and bring in the uniform in a named plastic bag. The office will contact you once the uniform is ready for collection.

Support will be offered to families if they cannot afford the uniform.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

5.2 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 Rachel Weston, Head of school, 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 school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

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

The school will work closely with parents to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by Rachel Weston.

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.

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 school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school'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 Executive Headteacher, Katie Screaton. At every review, it will be approved by John Henry Newman Academy's Governing Board.

7. Links to other policies

This policy is linked to our:

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