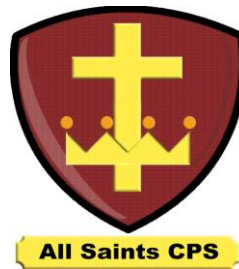


# School Uniform Policy



The guidance focuses on:

- ensuring that due regard is given to securing equality of treatment between pupils of different sexes and genders; pupils from different ethnic and religious backgrounds and; disabled pupils in relation to school uniform and appearance policies;
- cost and affordability;
- practical considerations involved in introducing or changing school uniform and appearance policies;
- consultation with parents, pupils and the community.

School governing bodies should have regard to the affordability, access and availability of uniform items when setting their school uniform and appearance policy.

- Schools' uniform policies should not dictate different items of clothing on the basis of sex/gender.
- School governing bodies should have a sensible, flexible approach to uniform items to account for extreme weather conditions. The guidance also sets out the current position in Wales regarding financial assistance for parents towards the cost of purchasing school uniforms:
- The all-Wales School Uniform Grant is no longer available as a grant from April 2018. • PDG-Access, a new element of the Pupil Development Grant to replace the school uniform grant, came into effect from September 2018.
- Claimants currently claiming Universal Credit can apply for a Budgeting Advance.

Rational

Properly developed and appropriately implemented, a school uniform can:

- provide a sense of identity, community and cohesion within the school;
- support positive behaviour and school discipline;
- ensure pupils dress appropriately for learning activity;
- remove peer pressure to dress in particular fashions;
- enable pupils of all backgrounds to share in a common identity which embraces their particular requirements;
- help reduce inequalities between pupils and help reduce some triggers for bullying;
- benefit safeguarding and attendance policies through helping to identify truants;
- assist identification of strangers on school premises; and
- support and promote the ethos of the school.

Changes in school uniform will take place only after consultation with the Governing Body, Parents, staff and pupils.

Governing bodies will give high priority to cost and affordability considerations. No school uniform should be so expensive as to leave pupils or their families feeling unable to apply for admission or to attend a particular school. Governing Body will not discriminate and will consider their uniform and appearance policies in the context their race equality policy and equality of opportunity policy.

If there are any differences in the school uniform and appearance policies between sexes/genders, these should be justified and clearly stated in the policy. One ground for justification might be that a certain religion lays down different dress and appearance codes for different sexes. Failure to respect such codes could amount to race discrimination or a breach of human rights.

No school uniform should be so expensive as to leave pupils or their families feeling unable to apply for admission or to attend a particular school.

3.2 Governing bodies should consider the following in the context of keeping down the cost of school uniform:

- Only stipulate basic items and colours but not styles so that items can be bought from multiple retail chains at reasonable prices and not just from one authorised supplier.
- Avoid high cost items such as blazers and caps.
- Requiring school logos on polo shirts, jumpers, blazers and PE kit, obtainable from specialist suppliers can be costly. Schools should consider the necessity of such items, weighing up the balance of having a distinct identity, whilst ensuring that uniform items are widely available and affordable. If a governing body determines that uniform items with logos are required, schools should limit logos to one item (reasonably priced and widely available) which is worn frequently, e.g. a sweater or cardigan.
- If a school requires a logo to be worn on a second item of clothing (e.g. a jumper and trousers) they should consider providing the second logo free of charge as a badge that could be iron-on or sew-on.
- The purchase of logos to sew, iron or stick onto items of clothing should be considered as an option to reduce costs where a governing body determines logos are considered to be a necessary part of school uniform.
  - Avoid variation in colours and style for different year groups as this is expensive for parents and limits the scope for second-hand sale or handing on to siblings.
  - Have easily washable items: dry clean only items should be avoided.
  - Limit the frequency of uniform changes as this can be costly for parents and limits the scope for re-sale or handing on to siblings or other pupils.
  - Consider the cost and availability of non-standard sizes.
  - If there is a change to a school uniform policy, introduce a transitional period so that old uniforms can be worn for at least a year before a total changeover to a new uniform and consider if items of the old uniform can be retained in the new policy.
- School governing bodies should consider whether there is a need for different uniforms for summer and winter. School uniforms should be as economical as possible and summer uniforms are only worn for a matter of weeks. For example, governing bodies could consider trousers for students in the winter or periods of 11 very cold weather, shorts in the summer or during periods of very hot weather and; students not having to wear woollen tights in warm weather.

Consider other options to improve access and affordability such as school uniform exchange or recycling schemes where parents can donate unwanted or outgrown items in good condition to be made available to other families.

PE kits should be sensible and chosen for health and safety reasons.

## Health and safety

3.11 Health and safety issues are extremely important and need to be given constant consideration, especially when pupils are taking part in practical lessons such as PE, science and technology. In drawing up or modifying school uniform or appearance policies, governing bodies may have to balance the desires and rights of individual pupils against health and safety or security requirements. For instance, governing bodies have a right to expect pupils with long hair or headscarves to tie them back safely for PE and work in science labs or technology workshops, where it would otherwise form a risk to the pupil or other pupils and surroundings. Jewellery, hair and makeup

3.12 Governing bodies may wish to consider the wearing of jewellery as part of school uniform and appearance policies and to specify items of jewellery that pupils may wear. Governing bodies may also want to consider the wearing of makeup and hairstyles/ hair colour as part of their policies. When doing so, it should be taken into account whether the policy could infringe an individual's right to reasonably follow a recognised practice of their religion or belief and whether the policy could be discriminatory. There are also health and safety issues to consider. For example it may be reasonable for a governing body to ban pupils from wearing jewellery where it considers that this poses a risk of injury (e.g. in PE lessons, where pupils should be asked to remove earrings or to tape them).

4.6 Where the governing body has put in place a school uniform policy and/or rules about appearance, it is for the head teacher to enforce these as part of his or her overall responsibility for the day-to-day running of the school and for maintaining discipline.

4.7 Head teachers should decide what action to take when pupils infringe a school's uniform or appearance rules. Head teachers can discipline pupils for breach of the school's uniform/appearance policies, however, it is very important they first try to establish why a pupil is not complying with the policy. If it is because families are in financial difficulties,

4.9 Head teachers may ask pupils to go home to change their clothes if it is appropriate to do so. This should be for no longer than necessary to effect the change of clothing and would only be appropriate where the change could be made quickly and easily.

4.10 Only where breaches of the school's uniform or appearance policy are persistent and in open defiance and where all other avenues for resolving the uniform dispute have been exhausted, may the school consider exclusion as a last resort.

PDG–Access

## **School uniform at All Saints**

Pupils are expected to wear the recommended school uniform. all available to

### **Girls/Boys-winter**

black skirt/trousers Black trousers

White blouse/polo shirt, red school sweatshirt

### **Summer Summer**

Red/white check dress (optional)

White polo shirt shirt or polo shirt.

black, skirt or black shorts

### **P.E.**

Black shorts/ Plain white T-shirt (polo or round neck) and trainers  
Jog suits can be worn for outdoor activities.

**Outdoor Clothing-** Items worn to and from school are not regulated and the school relies on parents to select appropriate items. Fleeces are available with the school logo.

**Jewellery-** We would be grateful if parents would discourage children from wearing jewellery.

No drop earring or other piercing are permitted for health and safety reasons. Any stud earring must be removed on PE and swimming days

No outlandish haircuts are permitted. This includes no dyed hair or tram line designs shaved into the hair etc.

5.1 The Welsh Government recognises that some parents face financial hardship from the costs of purchasing school uniforms for their children. The Welsh Government also believes that the financial support parents receive towards the cost of school uniform should not be a barrier to learning.

5.2 In 2018, the Welsh Government replaced the former School Uniform Grant with a new fund: PDG-Access which is a component of the Pupil Development Grant:

<https://beta.gov.wales/pupil-development-grant-access>

5.3 The new grant focuses on the entry point into education and the transition into secondary school. The Funding is available to pupils who are eligible for free school meals entering:

- Reception class of maintained primary schools;
- Year 3 of maintained secondary schools;
- Year 7 of maintained secondary schools;
- Year 10 of maintained secondary schools; or
- pupils in special schools, special needs resource bases and pupil referral units who are aged 4 or aged 11 on entry. The Funding is also available to all looked after children of compulsory school age.