



Shirenewton Primary School

Policy for School Uniform and Appearance

Date Agreed:

Date for Review:

Introduction

This policy is based on the most recent statutory guidance, first published on 26 January 2022. The full version of this guidance can be accessed here: [School uniform and appearance: policy guidance for governing bodies \[HTML\] | GOV.WALES](#)

Summary

This statutory guidance is aimed at school governing bodies and head teachers to support them in their development, adoption, revision and evaluation of school uniform and appearance policies. Schools must have regard to this guidance when considering school uniform and appearance policies. 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

Changes to previous guidance

- 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

The Welsh Government strongly encourages governing bodies to have a school uniform (Welsh Government Guidance Document 247/2019). Schools must have regard to this guidance when considering school uniform and appearance policies. 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.

Legal Context

1.4 There is no education legislation specifically covering the wearing of school uniform or other aspects of appearance such as hair colour and style and the wearing of jewellery and makeup. However, as part of its responsibility for the conduct of the school, a governing body can specify a uniform which pupils are required to wear and other rules relating to appearance. The powers for the Welsh Ministers to issue this statutory guidance in this area are contained in a number of legislative provisions.

1.5 The power for the Welsh Ministers to issue statutory guidance to governing bodies is contained in section 88 of the Education and Inspections Act 2006 (“the 2006 Act”). Whilst this section does not specifically mention school uniforms, it is broad enough to include it. This section places a duty on governing bodies to ensure that policies designed to promote good behaviour and discipline are pursued at the school.

1.6 In addition, section 89 of the 2006 Act places a duty on head teachers to determine measures (including rules and provisions for enforcing them) to be taken with a view to promoting discipline among pupils, a proper regard for authority, encouraging good behaviour and respect for others. Any measure introduced by the head teacher under section 89 should be publicised by them in the form of a written document. That document should be made known within the school and to parents. The head teacher is also required once in every school year to take steps to bring it to the attention of pupils, to their parents and all those employed or otherwise engaged to work at the school.

1.7 In making and operating measures drawn up under section 89 of the 2006 Act, a head teacher should include measures to prevent all forms of bullying. Thus a governing body should ensure that when a school uniform or appearance policy is drawn up, modified or operated, grounds are not created for bullying. The school should have regard to the Welsh Government’s anti-bullying guidance. [School bullying | Sub-topic | GOV.WALES](#)

And the [Violence against Women, Domestic Abuse and Sexual Violence \(Wales\) Act 2015](#).

1.8 Further, under section 175 of the Education Act 2002 (“the 2002 Act”) a governing body must make arrangements for ensuring their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of pupils at the school. Therefore, when a governing body is considering introducing a school uniform policy, it should have regard to this overarching duty to do so in a way that safeguards and promotes the welfare of pupils. There is a power for the Welsh Ministers to issue statutory guidance to governing bodies and local authorities under this section.

Aims

Properly developed and appropriately implemented a school uniform can:

- provide a sense of identity and cohesion within the school and instils pride in its achievements;
- can support positive behaviour and school discipline;
- can ensure pupils dress appropriately for learning activity;
- can remove peer pressure to dress in 'designer' fashions;
- can enable pupils of all backgrounds to share in a common identity which embraces their particular requirements;
- can help reduce inequalities between pupils and some triggers for bullying;
- can help identify truants;
- can assist identification of strangers on school premises; and
- it can support and promote the ethos of the school.

Our Uniform

Recommended school uniform:

Most of the items are available from supermarkets and many other retailers. School logo is not obligatory, but if you would like to purchase these, items with the school logo on are available from www.myclothing.com retailers.

The uniform is designed to be fluid and flexible and give a choice to both boys and girls.

- Royal blue sweatshirt or cardigan - with or without school badge
- Royal blue or white shirt or polo shirt
- Grey skirt or pinafore
- Grey trousers
- Black sensible shoes. Black, sensible boots may be worn during the autumn and winter months.
- Black trainers without coloured logos are welcomed. During dry spells, no other trainers need to be worn on PE days, helping us to keep our uniforms smart. During inclement weather, a separate pair of PE trainers may be brought in.

PE kits – Propose a change of blue t-shirt for all along with black jogging bottoms / black shorts/black trainers

Being able to wear PE kit into school on PE days has been welcomed, however it can impact negatively on uniform standards. Pupils' participation in PE lessons can be adversely affected because of the clothing that they are required to wear. Shirenewton Primary's Governing body will adopt a sensitive, flexible approach that has regard to the equality issues.

All pupils should feel comfortable about their PE clothing. We have chosen a PE kit which is practical, affordable, comfortable, and appropriate to the activities involved.

- T shirt – school uniform royal blue. During colder months, please send children in their royal blue school jumper, **not** non-school uniform / branded kit / skins
- Shorts - black, navy, school uniform blue or grey. During colder months, please send children into school in corresponding colour jogging bottoms. Black skins may be worn on PE days only – **not** branded colourful kit, or colourful leggings / skins
- Plimsolls/trainers - as above - black trainers without coloured logos are welcomed. During dry spells, no other trainers need to be worn in or brought to school on PE days, helping us to keep our uniforms smart. During inclement spells of weather, pupils should bring a pair of trainers in to change into.

Please ensure all items are clearly marked with your child's name.

We do not allow the wearing of jewellery for health and safety reasons. If your child has pierced ears please ensure they wear studs for school and are able to remove them themselves for Physical Education sessions.

Optional Warmer Weather Uniform:

- Blue/white gingham summer dress
- Grey or Black shorts and white polo shirt

For health and safety reasons open-toed sandals or backless shoes should not be worn.

Health and safety

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. For instance, governing bodies have a right to expect pupils with long hair or headscarves to tie them back safely for PE, where it would otherwise form a risk to the pupil or other pupils and surroundings.

Jewellery, Hair and Make Up

Make up, including nail varnish is not permitted even for Year 6 pupils. If pupils come to school wearing make-up they will be asked to remove it at home in preparation for the following school day.

Medical Issues

The Governing body will consider carefully requests made to vary application of the school's policies in order to meet the needs of pupils with a temporary or permanent medical condition or impairment. For example, pupils with some skin conditions may be unable to wear specific fabrics, and pupils with foot or leg injuries may be unable to wear school shoes. A pupil with a specific impairment may find that a certain school uniform item poses restrictions for them.

Equality and Discrimination Issues

The governing body of Shirenewton Primary School is committed to supporting cohesion between different groups of pupils and to promoting equality of opportunity to pupils of different racial groups and religious beliefs. Any request to vary the school uniform and appearance policy will be carefully and fairly considered by the governing body.

Extreme Weather Conditions

Both in respect of affordability and practicality, school will take a sensible, flexible approach to basic uniform requirements during very hot or cold weather, such as temporarily relaxing policies to ensure that pupils are comfortable in their learning environment. For example, allowing pupils to wear their PE kits or uniform shorts in very hot weather.

Uniform Suppliers

School does not keep stock of items with the school logo. Suppliers of items with school logos are available upon request to the school. Local retailers also stock uniform items in the school colours without the logo. Should parents / carers wish to have the logo embroidered on to items after purchase, school will provide details of local providers of this service.

Financial Assistance

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.

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

The Funding is available to pupils who are eligible for free school meals in qualifying school years. For 2020 to 2021 and 2021 to 2022 the grant is available to eligible families with children entering:

- Reception class of maintained primary schools;
- Year 1, 3 and 5 of maintained secondary schools;
- Year 7, 8, 9, 10, 11 and 12 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, 5, 7, 9, 11, 12, 13, 14 or 15 on entry.

The Funding is also available to all looked after children of compulsory school age.

Funding of up to £125 is available for each eligible learner with the exception of those in Year 7. Eligible learners in Year 7 will be entitled to a maximum of £200.

Asylum Seeker pupils entering Reception; Year 1, Year 3, Year 5, Year 7, 8, 9, 10 and 11 are entitled to assistance under this Funding if they fulfil the eligibility criteria.

In addition to school uniform, PDG-Access covers school PE kit; uniform for wider activities outside the school day (such as sports, scouts and guides); school equipment where new curriculum activities begin (such as design and technology); and equipment for out of school hours trips (such as waterproofs for outdoor learning).

The grant scheme is administered by Local Authorities on behalf of the Welsh Government. Applications for this grant should be made to the Local Authority. Local Authority grant assistance

Section 518 of the Education Act 1996, and the Local Education Authority (Payment of School Expenses) Regulations 1999 made under that section provide discretionary powers for Local Authorities to make payments to relieve financial hardship to enable a pupil take advantage of any educational or to take part in any school activity. That would include financial assistance to cover the cost of school clothing where they are satisfied that payment should be made to prevent or relieve financial hardship but such financial assistance must be related to the means of the parents.

Some Local Authorities across Wales offer financial assistance towards the cost of school uniforms.

Responsibility of Local Authorities as corporate parents

In fulfilling their role as corporate parents, Local Authorities are expected to prioritise the education of looked after children and act as advocates for them as parents do for their own children. Local Authorities must therefore make arrangements to ensure the child or young person is able to comply with the school's school uniform and appearance policies and is not disadvantaged.

Other assistance for low-income households

There are other limited potential sources of financial help:

- Parents receiving Income Support, Income Based Jobseeker's Allowance, Income related Employment and Support Allowance, Pension Credit or payment on account of one of these benefits or entitlements for at least 26 weeks may be able to apply for a social fund budgeting loan under the category of clothing and footwear from Jobcentre Plus. Claimants currently claiming Universal Credit can apply for a Budgeting Advance.
- Help may be available from governing bodies or parents' associations of schools. This may be financial support from a hardship fund, a savings scheme or through the provision of second-hand clothing.

Credit Unions

Credit Unions are financial co-operative that are community focussed, run by local people for the benefit of local people offering ethical savings and loans.

Everyone who lives or works within the Credit Union area, and any member of their family who lives with them, can join. Credit Unions also welcome junior members to save with them. The Welsh Government actively encourages people of all ages to join Credit Unions and for schools to set up school collection points for young savers and their families.

Credit Unions offer a range of services including affordable loans, savings accounts, and can also help with budgeting advice and debt management. Importantly, they offer smaller value loans at affordable rates. Being a member of a Credit Union allows parents to save a little on a regular basis towards meeting the cost of buying school uniforms, or to apply for a small loan that will allow the cost of buying a uniform to be spread out into more manageable payments throughout the year.

Non-compliance with the school uniform policy

The headteacher, assisted by teachers and teaching assistants, is responsible for the day-to-day implementation of this policy and the monitoring of its effectiveness, as part of his or her overall responsibility for the day-to-day running of the school and for maintaining discipline. The Headteacher should decide what action to take when pupils infringe the school's uniform or appearance rules, in line with Welsh Government guidance.

School will first try to establish why a pupil is not complying with the policy. If it is because families are in financial difficulties, schools should allow an appropriate amount of time for the required items to be purchased and offer information about any assistance the Local Authority or the school is able to offer.

Exclusion and non-attendance

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.

Complaints

Complaints or concerns about school uniform and appearance policies, including the availability of the uniform or the cost of purchasing the uniform from a particular supplier, should be raised in accordance with the governing body's complaints procedure.