

## Ysgol Henblas

# School Uniform and Appearance Policy

**[Created 2023-24]**

Date adopted by Governing Board <i>(should also be recorded in the minutes of the meeting where it was accepted and adopted)</i>	
Chair of Governors (signature)	
Headteacher (signature)	
Date of review <i>(3 years from adoption, unless policy updated by LA)</i>	

## School Uniform and Appearance Policy

At Ysgol Henblas, we strongly believe that uniform plays an important part in supporting positive behaviour and discipline, in developing the ethos of the school and in supporting teaching and learning. It also helps project a positive image of the school in the community and in the identification of students.

The School Uniform Policy is an integral part of the school's commitment to equality and inclusion. The Governing Body believes that the School Uniform Policy allows all pupils to establish a shared identity and to celebrate what they have in common, whilst respecting diversity.

We will work in partnership with parents / carers in order to solve any issues which may arise.

This policy is displayed on our website and available to parents directly from the school. Also the school uniform requirements are shared in the school prospectus which is updated annually. School to adjust accordingly.

### 1. Background

1.1 This policy has been reviewed and amended by paying consideration to Welsh Government's [School uniform and appearance: policy guidance for governing bodies \(WG23-17\) \[HTML\] | GOV.WALES](#) (2023).

1.2 Ysgol Henblas' School Uniform Policy is based on the notion that school uniform can:

- Promote a sense of identity and cohesion within the school;
- Encourage positive behaviour and self-discipline which supports teaching and learning;
- Ensure students dress appropriately for learning activity;
- Remove peer pressure to dress in particular fashions;
- Enable students of all backgrounds to share in a common identity which embraces their particular requirements;
- Help reduce inequalities between students and help reduce some triggers for bullying;
- Benefit safeguarding and attendance policies through helping to identify truants;
- Assist identification of strangers on school premises;
- Support and promote the ethos of the school.

### 2. Uniform & Appearance

See the school handbook for a detailed explanation of the school uniform (on our website).

Pupils are allowed to wear their PE kits or uniform shorts in very hot weather or allow trousers to be worn instead of skirts in very cold weather.

#### \*Exceptions

At times it is not possible for a pupil to wear the correct uniform, e.g., a temporary or permanent medical condition or impairment. In such a case parents should contact the school by letter or phone explaining the problem. Exceptions are at the sole discretion of the Headteacher (this includes special arrangements during hot weather). Any exceptions during hot weather will be communicated to both parents and pupils through our usual communication methods.

**Pupils are not required to wear a school uniform with the school logo and other unique features on it. Brand wear is not mandatory. We support a wide variety of uniform suppliers.**

### 3. PE Kit

The Governing Body supports a personal choice of physical education uniform that is practical, comfortable, appropriate for the activity in question and affordable.

#### **4. Jewellery, Hair and Makeup**

At Ysgol Henblas we have rules that encourage safety on jewellery during physical education activities.

#### **5. Inclusivity and Equality**

**5.1** The Governing Body is sensitive to the potential impact school uniform may have on the right of all and its obligations under the Human Rights Act 1998 and the Equality Act 2010 when developing or reviewing their school uniform and appearance policies, so as to ensure that they do not to discriminate unlawfully on the grounds of sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and disability.

**5.2** We acknowledge that we have an obligation under the Human Rights Act 1998 to protect the rights of individuals to display their religion or beliefs. Some religions require their followers to wear religious artefacts or that they dress in a certain way. It is possible for a number of religious requirements to be met through the School Uniform and Appearance Policy. Careful consideration is given by the Headteacher to any request made to vary the policy to meet the needs of individual pupils to allow for their religion or belief.

**5.3** The School Uniform and Appearance Policy does not disadvantage disabled pupils compared to non-disabled pupils. Reasonable adjustments are made to the policy to allow for the requirements of disabled pupils.

**5.4** There is no distinction on the basis of gender.

#### **6. Sustainability and Environmental Concerns**

At Ysgol Henblas we are very aware of our impact on the environment and the impact of clothing waste. So we have a recycling scheme for school uniforms. Parents can contact the headteacher for relevant assistance.

#### **7. Commitment**

**7.1** We recognise that school uniform and other items that will be required to be purchased in accordance with the School Uniform Policy can be a financial burden particularly for those from low income and large families. The school is committed to ensuring that the uniform is affordable and provides best value.

**7.2** The Welsh Government offers financial assistance through its means-tested School Essentials Grant (formerly called PDG Access).

**7.3** The latest information on the School Essentials Grant and eligibility can be found on the School Essentials Grant webpage: [School Essentials Grant | GOV.WALES](#).

#### **8. Implementation**

**8.1** All school staff are expected to uphold the school's policy on uniform.

**8.2** The Headteacher will ensure implementation of this policy by constant monitoring.

**8.3** Role of parents:

- Support the School Uniform Policy;
- Send their children to school correctly dressed and ready for their daily school work;
- Ensure that their child has the correct uniform, and that it is clean and in good repair;
- Contact the school if there are reasons why their child is unable to wear the school uniform.

**8.4** Role of governors:

- Support the Headteacher in implementing the School Uniform Policy;
- Consider all representations from parents regarding the uniform policy and liaise with the Headteacher to ensure that the policy is implemented fairly and with sensitivity;
- Ensure that the school uniform meets all regulations concerning equal opportunities;
- Ensure that the School Uniform Policy helps children to dress sensibly, in clothing that is hardwearing, safe and practical.
- Ensure that absenteeism does not arise because families are unable to provide a uniform for their children. If that situation arises, information and other appropriate assistance should be given to families by the Local Authority or the school.

Any non-compliance with school uniform and appearance policy will be enforced by the Headteacher as part of their overall responsibility for the day-to-day running of the school and for maintaining discipline. Everything must be considered by the Headteacher prior to delivering a sanction.

Headteachers 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. When sending a pupil home, headteachers or senior staff should bear in mind the age and vulnerability of the child and should contact the parents or carers. The pupil would be expected to return to school immediately after their clothes had been changed. Failure to do so could amount to an unauthorised absence.

## **9. Changes to School Uniform**

**9.1** Any proposed significant change to the school uniform and appearance will be subject to consultation with parents, pupils and, where relevant, local or faith communities as outlined in Welsh Government's [School uniform and appearance: policy guidance for governing bodies \(WG23-17\) \[HTML\] | GOV.WALES](#) (2023).

**9.2** The responsibility for the decision rests with the Governing Body.

## **10. Complaints**

**10.1** 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 with the school's Governing Body and dealt with in accordance with the Governing Body's complaints procedure. All governing bodies are required by law to have a procedure in place for dealing with complaints from parents, pupils, members of staff, governors, members of the local community and others in relation to matters for which the governing body has statutory responsibility. You can receive a copy of the complaints policy by

written request.

## **11. Monitoring and Review**

**11.1** This policy will be reviewed every three years or where appropriate in relation to current developments at a national level.