

YSGOL GYNRADD GRIFFITHSTOWN PRIMARY SCHOOL



Title	School Uniform and Appearance Policy
Date	October 2019
Author	N Blackburn



UNCRC Article 2 – all children have rights
UNCRC Article 12 – I have the right to be listened to and taken seriously
UNCRC Article 13 – I have the right to find out and share information

INSPIRE CHALLENGE ACHIEVE / YSBRYDOLI HERIO CYFLAWNI

SCHOOL UNIFORM AND APPEARANCE POLICY Griffithstown Primary School

The policy was developed in line with the document '*Statutory guidance for school governing bodies on school uniform and appearance policies. Education, Wales (2019, No. 21)*' Guidance document no: 247/2019: Date of issue: July 2019:
Replaces guidance document no: 015/2011

Status of guidance

Guidance document no: 247/2019 is statutory and as such Griffithstown Primary School governing body and the head teacher must have regard to it when formulating or revising our school uniform policy. The previous non statutory guidance entitled "Guidance for governing bodies on school uniform and appearance policies" published in July 2011 (Circular 006/2008) is revoked.

Further information

Enquiries about 'Guidance document no: 247/2019' should be directed to:
Education Business Planning and Governance Division

The Education Directorate

Welsh Government

Cathays Park

Cardiff

CF10 3NQ

e-mail: schoolfundingmailbox@gov.wales

@WG_Education

Facebook/EducationWales

Guidance document no: 247/2019 can be accessed from the Welsh Government's website at

www.gov.wales

This document is also available in Welsh.

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Rational

When developing the Griffithstown Primary School 'School Uniform and Appearance Policy' we focused 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
- cost and affordability;
- practical considerations involved in the new school uniform and appearance policy;
- consultation with parents, pupils and the community.

Introduction

We believe that when 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.

Legal Context

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, Griffithstown Primary School governing body can specify a uniform which pupils are required to wear and other rules relating to appearance.

Equality legislation

There are a number of statutory provisions contained under the Equality Act 2010:

https://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf

Griffithstown Primary School governing body is committed to ensure that our school uniform and appearance policy does not discriminate unlawfully on the grounds of sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and disability. We will assess and monitor the impact of the policy on identified pupils via attainment data tracking, PASS surveys and attendance data. We will listen to the views of staff, professionals and parents with regard to identified pupils to support the needs of the child and expectations of the school.

School councils and consultation with pupils

In '*Children and Young People: Rights to Action*' the Welsh Government states that "every young person in Wales has the right to be consulted, to participate in decision making, to be heard on all matters that concern them or have an impact on their lives". Hence pupils were consulted via school council and influenced the decisions regarding school uniform and appearance.

Equality issues to be considered by school governing bodies

- Griffithstown Primary School governing body considered its obligations not to discriminate unlawfully on the grounds of sex; gender reassignment; sexual orientation; pregnancy and maternity; race; religion or belief and; disability.
- Griffithstown Primary School governing body gave high priority to cost and affordability considerations.
- Griffithstown Primary School governing body acted fairly and reasonably when developing / reviewing our school uniform and appearance policies, ensuring that we met our duties under the Human Rights Act 1998 and other anti-discrimination legislation.
- Griffithstown Primary School governing body upholds the principles of the United Nations Convention on the Rights of the Child (Articles 2, 12, and 13 have particular relevant to this guidance):

Discrimination on the grounds of race or religious belief

We recognise our obligation to promote equality of opportunity between pupils of different racial groups; and the requirement to assess the impact of school policies

on pupils from different racial groups. Families must contact the head to arrange a meeting to discuss concerns so that we ensure that religious needs and school expectations are met.

Disability discrimination

We ensure that our school uniform and appearance policy does not disadvantage disabled pupils in comparison to pupils who are not disabled. Families must contact the head to arrange a meeting to discuss concerns so that we ensure that disability needs and school expectations are met.

Sex and gender identity discrimination

We ensure an inclusive school uniform policy that does not discriminate on the basis of sex or gender identity. Our gender neutral school uniform policy lists items of clothing which are permitted to be worn in school, without any requirements for items of clothing to only be worn by students of a certain gender.

- grey pinafore, skirt, culottes
- grey trousers or shorts
- blue and white gingham dress
- white or pale blue polo shirt
- navy sweat shirt or navy cardigan
- black shoes or black trainers

Cost of school uniform and affordability

We recognise that school uniform and other items that are required to be purchased in accordance with a school uniform policy can be a financial burden, particularly for low income and large families. Uniform with the school logo can be purchased from Pretty Miss in Cwmbran town centre. However, the logo is not compulsory and so uniform (in school colours) can be purchased from local supermarkets.

Physical education

- T-shirt: Your child's HOUSE colour
 - Panteg: a plain **yellow** t-shirt
 - Griffiths: a plain **green** t-shirt
 - Thomas: a plain **blue** t-shirt
 - Kemys: a plain **red** t-shirt
- Black shorts or black joggers (in colder months)
- Plain trainers, daps or plimsolls

Health and safety

Uniform and appearance must be appropriate for the learning environment, e.g. long hair or headscarves must be tied back safely for PE and work in science or technology lessons. Shoes and coats must be appropriate for weather conditions and/or school activities, e.g. platform shoes or shoes with heels are not permitted.

Jewellery

The wearing of jewellery is **not** permitted in school for safety reasons. However exceptions, on religious grounds, may be made following discussion with the head. Earrings in the form of small plain studs are allowed. Watches are also permitted. Please note all jewellery must be removed for P.E. lessons. Therefore we would ask

that children **do not** wear earrings on P.E. days. No other body piercing is permitted.

Hair styles and make-up

Pupils are expected to have a sensible hairstyle, and pupils refrain from wearing large bows and other hair decorations. No makeup is to be worn in school. We would be appreciative if parents, carers, or guardians only allowed children to have creative haircuts during long holiday periods so that by school time, these designs have grown out.

Medical issues

We will vary the policy 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.

Information on this policy

School uniform and appearance requirements are included in the school prospectus. The school prospectus is updated annually and made available to all parents of existing and prospective pupils on request. School uniform and appearance policy is available on the school's website or a paper copy can be obtained from the office.

Complaints

Complaints or concerns about the school uniform and appearance policy should be discussed with the head teacher in the first instance. Complaints / concerns can be escalated via the school governing body and dealt with in accordance with the governing body's complaints procedure.

Non-compliance with school uniform and appearance policies

The Head teacher will decide what action to take when pupils infringe our uniform or appearance rules. The Head teacher can discipline pupils for breach of the school's uniform/appearance policy, however, it is very important the head first tries to establish why a pupil is not complying with the policy and this will inform any decision.

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, will the school consider exclusion.

Financial assistance

PDG-Access

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:

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

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 primary 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 (LAC) 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 3; Year 7; and Year 10 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 being administered by Local Authorities on behalf of the Welsh Government.

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.

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 policy 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.