

# CROESYCEILIOG SCHOOL

## YSGOL CROESYCEILIOG



**“Learning, Respect, Ambition”**

## **Uniform and Appearance Policy**

Head teacher/Prifathrawes: Mrs N Richards

Woodland Road

Croesyceiliog

NP44 2YB

Tel: 01633 645900

*“At Croesyceiliog School, we strive to provide enriching and engaging learning opportunities, in and out of the classroom, to develop the skills, knowledge and attributes needed to lead successful lives. We learn together to become kind citizens that respect others and make positive choices. Our ambition is to ignite a passion for lifelong learning.”*

Welsh Network of Healthy School Schemes



Cynlluniau Ysgolion Iach - Rhwydwaith Cymru

# CROESYCEILIOG SCHOOL

## Uniform and Appearance Policy

<b>Author</b>	Croesyceiliog School
<b>Consultees</b>	Teachers, students and parents of Croesyceiliog School
<b>Name of school staff responsible for maintaining this policy</b>	Mrs H. Rawle-Jones
<b>To be read in conjunction with</b>	Welsh Government Statutory guidance for school governing bodies on school uniform and appearance policies
<b>Date Policy formally approved by Governing Body</b>	10 <sup>th</sup> July 2023
<b>Review Date</b>	
<b>Signed (Head Teacher)</b>	
<b>Signed (Chair of Governing Body)</b>	

## **Rationale for our uniform and appearance policy**

Uniform is an important part of a school's identity. It reinforces who we are as a community and helps allow students to feel pride in their school. Furthermore, wearing uniform ensures students are not put under any pressure because of the type of clothes they wear and all are treated equally. The wearing of uniform prepares students for life after school where many will have to dress smartly for work. Croesyceiliog School recognises, in line with Welsh Government statutory guidance, that a school uniform can:-

- ✓ provide a sense of identity, belonging and cohesion within the school;
- ✓ support positive behaviour;
- ✓ ensure students dress appropriately for learning activity;
- ✓ remove peer pressure to dress in particular fashions or dress in a certain way.
- ✓ enable students of all backgrounds to share in a common identity.
- ✓ 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; and
- ✓ support and promote the ethos of the school.

## **Statutory and Legal Aspects of Uniform and Appearance Policies**

As part of its responsibility for the conduct of the school, a governing body can specify a uniform which students are required to wear and other rules relating to appearance.

The Education and Inspections Act 2006 places a duty on governing bodies to promote good behaviour in schools and this can partly be achieved by ensuring students wear an appropriate uniform. Under this Act, the Governing Body and Head teacher may determine measures to ensure that adherence to the uniform expectations by students and these measures are published to parents, students and teachers in the form of this written document.

This policy has also been written in line with the Welsh Government's Anti-Bullying Guidance, so that it promotes equality and equity and ensures students, regardless of circumstances, are safeguarded.

## **Equality issues**

The school uniform and appearance policy is fully compliant with statutory equality guidance and does not discriminate on the grounds of sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and disability. The uniform and appearance policy is fully compliant with the Equality Act 2000. The school and governing body will consider any request to vary their policy to meet the needs of a student to accommodate their religion or belief. The policy recognises the differing financial backgrounds of families and the school actively supports families with any financial concerns.

## **Cost of school uniform and affordability**

The school has taken a number of measures to ensure uniform is affordable for all. Parents are able to buy shirts, skirts and trousers from a number of different suppliers and options to purchase sew-on badges have been implemented to ensure the affordability of more expensive items, such as blazers. The school will support any family who are having difficulty in purchasing uniform through appropriate funds and staff will ensure they identify these families in a discreet, considerate and careful manner. In July 2023 the school and governors reviewed the uniform policy in alignment with WG guidance and voted for a more flexible approach to the school logo to support those in times of financial challenge. Further information about accessing grants for school uniform can be found in **Appendix A**.

## Croesyceiliog School's Uniform and Appearance Expectations

Our school uniform is gender-neutral. School uniform is compulsory for all students in Years 7 – 11 and must be worn on the way to and from school as well as on the school site. Please refer to **Appendices B** for example images of our school uniform.

<p><b><u>School Uniform</u></b></p> <ul style="list-style-type: none"><li>- Black blazer with or without school badge (Blazers with school logo are available from Pretty Miss).</li><li>- White shirt, tucked in.</li><li>- <b>Optional</b> in the <b>Summer Term</b>, a white polo shirt with the school logo.</li><li>- <b>Optional</b> in the <b>Summer Term</b>, tailored black shorts, no logos.</li><li>- School tie*</li><li>- Black tailored trousers. No leggings or jeans</li><li>- Knee length skirt or culottes <u>with black tights.</u></li><li>- Plain black shoes - leather or leather-like uppers. They must be polishable.</li><li>- <b>Optional</b> plain black v-neck jumper or plain black cardigan</li><li>- Warm waterproof coat of a dark colour</li><li>- Jewellery should be one small stud in each ear only</li><li>- Any headwear worn for religious reasons should be of plain, dark material</li><li>- Make-up, if worn, should be natural.</li><li>- Hair should be of a natural colour.</li></ul> <p>In extreme heat the call will be made by the Headteacher to move to PE kit.</p> <p><b><u>Unacceptable Items</u></b></p> <ul style="list-style-type: none"><li>- Hooded jumpers with or without a zip (often called hoodies).</li><li>- No leggings or jeans</li><li>- No high top or branded footwear (i.e converse)</li><li>- Denim or leather jackets are not acceptable outerwear.</li><li>- Short skirts (above the knee) and socks is not appropriate for school setting.</li><li>- <b>Mesh trainers or canvas shoes are not acceptable.</b></li><li>- Facial piercings are not acceptable in school (please consider when a child may get a piercing if they wish to, for example if a piercing is to be done at the start of the summer holidays, this can be removed for the start of the September term.)</li></ul>	<p><b><u>PE Uniform</u></b></p> <p><b><u>Essential items</u></b></p> <ul style="list-style-type: none"><li>➤ Plain black rugby shirt OR reversible black and sky blue rugby shirt with school badge* available from Pretty Miss</li><li>➤ Plain black polo shirt OR black and sky blue polo shirt with school badge* available from Pretty Miss</li><li>✓ Plain (non-branded) black skort and/or plain black shorts</li><li>✓ Plain (non-branded) black sports leggings/skins/tracksuit bottoms</li><li>✓ Plain black long socks</li><li>✓ Trainers</li><li>✓ Rugby/football boots</li><li>✓ Shin pads (Football/hockey)</li><li>✓ Mouth guards (Hockey/rugby)</li></ul> <p><b><u>Desirable items</u></b></p> <ul style="list-style-type: none"><li>✓ Head guard (Rugby)</li><li>✓ Protective gear (pads/gloves etc for Rugby/hockey)</li><li>✓ Black and sky hoodie with school logo*</li></ul> <p>* items may be purchased from Pretty Miss, Cwmbran</p>
--	--

## **Medical Issues**

We of course understand that some students will need to wear uniform that may not exactly match requirements due to medical issues. If this is the case, it is a parent's or carer's responsibility to contact the Wellbeing Team with information for and reasons around the wearing of a piece of uniform that does not match requirements. A letter from a medical professional will be asked for by the school.

## **Health and Safety**

Health and safety requirements may permit different uniform expectations for different lessons and activities, for example long hair may be required to be tied up for Science and Technology lessons and jewellery removed in PE lessons. Where there is a need for protective equipment to be worn in school, for example goggles in Science lessons, these will be provided by the school and all students are expected to wear given equipment.

## **Facial Piercings**

Facial piercings of any kind are not acceptable uniform, due to the need for formal, professional attire in school for our students to prepare them for later life and for health and safety reasons.

In instances where students have a facial piercing, a student will:-

- ✓ be asked to remove the piercing and replace it with a plastic stud if necessary
- ✓ if necessary, parents may need to make an appointment with a GP or piercing specialist to ensure a piercing can be replaced with a plastic stud within two weeks of the school request
- ✓ be asked to cover their piercing with a plaster in exceptional circumstances, but this is a short-term and unsustainable solution and this is expected to be resolved within 6 weeks;

## **Extreme Weather**

In extreme weather cases, the school will contact parents via School Comms, Twitter and the school website, to update on any changes to uniform, for example, students being able to wear PE kit in extremely hot weather or different footwear if the school site is affected by snow. Any decision to modify the uniform due to weather will only be made by the Head teacher. If a student needs to wear a different uniform item on their way to and from school due to a weather event, they should change into appropriate uniform once in school and parents / carers should contact the school.

## **Information, consultation and complaints**

Croesyceiliog School policies are founded on the United Nations Convention on the Rights of the Child. In Children and Young People: Rights to Action it 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". This policy was therefore shared with all students, staff, parents and stakeholders to ensure all voices and perspectives were sought and heard in its development.

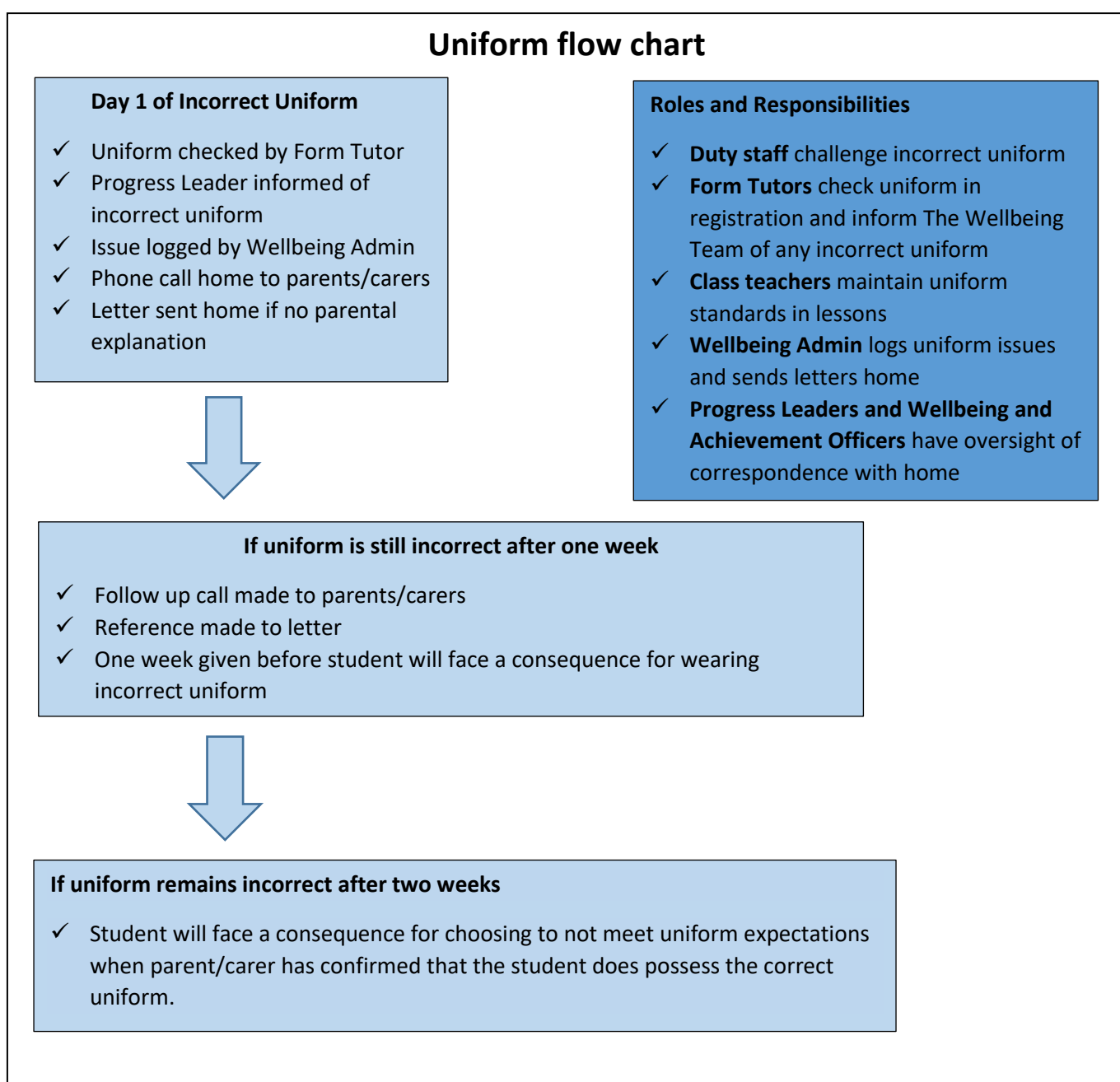
Any complaints may be first discussed with a Progress Leader or Wellbeing and Achievement Officer, who will assist in trying to deal with your complaint in the first instance.

## **Non-compliance with school uniform and appearance policies**

The Governing body and Head teacher have decided on what action to take when students infringe a school's uniform and appearance rules and can sanction students for breach of the school's uniform and appearance policy. In every case however, the school will first take time to establish the reasons for a student not meeting uniform expectations and seek to work with parents and carers to resolve any issues that may have

led to a student not meeting these expectations. The school also realises that a parent or carer may not be able to immediately source a new item of uniform due to time or financial pressures and therefore has set out a clear set of actions to support both the school and families in responding to uniform issues in **Appendix A**.

Form tutors check the standards of our uniform on a daily basis. As outlined below, if a student is not in the correct uniform, a phone call home will be made by a member of the Wellbeing Team. If there has been no contact with the school from the parent or carer, a letter will be sent home outlining the issue and the need to rectify the uniform issue. If the uniform issue is not resolved in a period of one week, a Wellbeing and Achievement Officer will call home to establish reasons for not meeting uniform expectations. If a parent / carer wishes to discuss in more detail, they may speak with their child’s Progress Leader or Wellbeing and Achievement Officer. The Progress Leader may pass on some cases to the Assistant Head teacher for Wellbeing and Equity in certain cases. In all cases, the uniform irregularity is expected to be resolved within a **total period of two weeks**. Where uniform issues are not resolved after a **two-week period** following a phone call/ letter, a consequence for the student will be put in place.



There are many ways in which the school can support parents and carers in sourcing uniform; full information can be found in **Appendix A and B**.

This section outlines courses of action that will be taken if a student has the correct uniform but chooses not to wear it, in direct defiance of our policy and school expectations. Parents / carers will always be informed of these actions:-

- ✓ The Wellbeing Team may ask students to go home to change their clothes with parental consent. This will be for no longer than necessary to effect the change of clothing. The student would be expected to return to school immediately after their clothes had been changed. Failure to do so would amount to an unauthorised absence;
- ✓ Confiscate the item of uniform that is inappropriate, for example if the student is wearing a 'hoody' (parents / carers should ensure that appropriate outerwear is bought to school as a hoody will not be returned to a child until the end of a school day if confiscated);
- ✓ Place a student in The Sanction Room in cases where all other avenues for resolving the uniform issue have been exhausted.

## Appendix A - Financial assistance

The school will work with parents and carers on an individual and discrete basis if financial assistance is needed to purchase uniform. The school holds a stock of uniform for students to borrow and makes use of schemes in which pre-loved uniform can be made available for students. Parents or carers should contact the Wellbeing Team for further information and can rest assured any correspondence will be held in the strictest confidence.

The school runs a scheme in which pre-loved uniform can be donated back to the school and made available to parents and carers in order to reduce uniform costs. Full details can be discussed with the Wellbeing Team.

The Welsh Government has introduced a grant to assist families on low incomes with the purchase of:

- ✓ School uniform including coats and shoes;
- ✓ School sports kit including footwear;
- ✓ Uniform for enrichment activities, including but not limited to, scouts; guides; cadets; martial arts; sports; performing arts or dance;
- ✓ Equipment e.g. school bags and stationery;
- ✓ Specialist equipment where new curriculum activities begin such as design and technology; and
- ✓ Equipment for out of school hour trips such as outdoor learning e.g. waterproofs;
- ✓ Laptops, IT equipment to support school work

As of September 2022, pupils who are eligible for Free School Meals and attend maintained schools are also entitled to a clothing grant if they are entering Reception or any other Year Group.

The funding is also available to the following pupils who are eligible for Free School Meals:

- ✓ Pupil's with no recourse to public funds entering the above school years
- ✓ Pupils in special schools, special needs resource bases and pupil referral units who are entering the above school years
- ✓ All 'looked after children' of compulsory school age. The Local Authority in which the 'looked after child' attends school is responsible for issuing the grant

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 if they fulfil the eligibility criteria.

Further information can be found at:

[Pupil Development Grants | Torfaen County Borough Council](#)



**Appendices B Uniform and Appearance Expectations**



Example of tailored shorts (summer uniform)