

# CWMAMAN PRIMARY SCHOOL



## SCHOOL UNIFORM POLICY 2022-2025

### Why do we have a School Uniform?

It is our school policy that all children wear school uniform when attending school, or participating in a school organised event outside normal school hours. We provide a complete list of items needed for the school uniform in our school prospectus.

Our policy on school uniform is based on new Welsh Government guidance (January 2022). It states that school uniform should:

- 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
- support and promote the ethos of the school

The Welsh Government strongly encourages governing bodies to have a school uniform drawn up after consultation with parents, pupils and relevant local or faith communities.

It is school policy for pupils to wear the school uniform and PE kit outlined in the School Prospectus and information given on admission. Nearly all of the pupils do wear the uniform with pride. Parents/Carers can purchase the uniform from:

## **In2SportWales**

<http://www.in2sportswales.com/cwmaman-primary-school>

Contact: Allen Furlong

TELEPHONE: (01685) 878614 07866420667

E-mail [sales@in2sportswales.co.uk](mailto:sales@in2sportswales.co.uk)

The school has a limited stock of some sizes that can be purchased direct from school. The same colours can be purchased in supermarkets, etc., should parents wish to do so. Handing on second hand uniforms is also encouraged and the School Council, along with the BBB run a second-hand uniform shop where uniform has been donated to the school and is free of charge.

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

The school and Welsh Government recognises 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. Consequently, when introducing a new uniform, or considering changes in uniform requirements, governing bodies will give high priority to cost and affordability. 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.

The Governing bodies will 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, for example a sweater or cardigan
- if a school requires a logo to be worn on a second item of clothing (for example 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 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

## **Disability discrimination**

This policy will ensure that school uniform and appearance policies do not disadvantage disabled pupils in comparison to pupils who are not disabled. Issues for consideration include the practicality of policies and whether reasonable adjustments can be made to accommodate disabled pupils' requirements.

## **Sex and gender identity discrimination**

The governing body will state the composition of its school uniform and ensure an inclusive school uniform policy that does not discriminate on the basis of sex or gender identity.

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. For example, where differences in dress requirements don't have significantly more detrimental effects on one sex/gender or the other, they are unlikely to be regarded as discriminatory but it might be unlawful if, for example, the uniform was considerably more expensive for girls than for boys.

School will consider whether flexibility is needed in relation to uniform to meet the needs of a pupil who is undergoing gender reassignment. Failure to allow a pupil to wear uniform that reflects their gender identity may constitute discrimination on the basis of gender reassignment under the Equality Act (2010).

The Equality Act 2010 does not deal specifically with school uniform or other aspects of appearance, but the general requirement not to discriminate in the treatment of pupils applies here as in relation to other aspects of school policy.

## **Jewellery**

On health and safety grounds we do not allow children to wear jewellery in our school. The exceptions to this rule are small stud earrings. We ask the children to remove or cover these objects during swimming to prevent them from causing injury.

## **Extreme Haircuts**

The school does not permit children to have 'extreme' haircuts that could cause a distraction to other children.

## **Footwear**

The school wants all children to grow into healthy adults. We believe that it is dangerous to wear shoes that have platform soles or high heels, so we do not allow children to wear such shoes in our school. The school encourages black school shoes to be worn, but suitable footwear is also permitted.

## **The Role of Parents**

We ask all parents who send their child to our school to support the school uniform policy. We believe that parents have a duty to send their children to the school correctly dressed and ready for their daily school work. One of the responsibilities of parents is to ensure that their child has the correct uniform, and it is clean and in good repair.

If any parent would like the school to modify the school uniform policy, they should make representation, in the first instance, to the Headteacher. The school welcomes children from all backgrounds and faith communities. If there are appropriate reasons, for example on religious grounds, why parents want their child to wear clothes that differ from school uniform, the school will sympathetically at such requests.

## **The Role of Governors**

The governing body supports the Headteacher in implementing the school uniform policy. It considers all representations from parents regarding the uniform policy and liaises with the Headteacher to ensure that the policy is implemented fairly and with sensitivity. It is the governors' responsibility to ensure that the school meets regulations concerning equal opportunities.

Financial assistance with school uniform may include:

- The Welsh Government School Uniform PDG Scheme.
- Publicising local authority discretionary grant schemes where they exist. (Mainly Secondary Pupils)
- School discretionary hardship funds. (Mainly Secondary Pupils)
- We promote and encourage good quality second-hand school uniform stalls at parents' evenings or other events.
- Loan second hand uniform items to pupils and setting up a resource room where pupils can access these discretely to avoid stigmatisation.
- Bulk / regular purchase of items and sale to parents at a discounted price.

If you have any queries or concerns please see the School Clerk or Headteacher.

More advice is available within the below document found on the Welsh Government website:

<https://gov.wales/school-uniform-and-appearance-policy-guidance-governing-bodies-html>

**Signed :** \_\_\_\_\_ **(Headteacher) Date:** \_\_\_\_\_

**Signed:** \_\_\_\_\_ **(Chair of Governing Body)**  
**Date :** \_\_\_\_\_