

P E R T H C E L Y N

Community Primary School

School Uniform & Appearance Policy

Policy Title:	School Uniform Policy
Author:	Mrs Ellen Hook
Link Governor:	Mrs Debbie Moore
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Review Cycle:	Every 2 years (or when required)
Staff responsible for review:	Mrs Ellen Hook - Headteacher

Headteacher: *Mrs Ellen Hook (March 2026)*

Chair of Governors: *Mrs Nicola Richards (March 2026)*

Introduction

It is our school policy that all children wear school uniform when attending school, or when participating in a school-organised event outside normal school hours.

This policy was written in conjunction with:

The Welsh Government guidance 'Guidance for Governing Bodies on School Uniform and Appearance Policies'. (WG21-17). Date of Issue: January 2022. Last updated: May 2023

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

As part of our vision at Perthcelyn Primary School, we aim to have high standards of learning and teaching, which challenges all of our learners to achieve in an environment in which they feel safe, secure and supported.

We feel that uniform and appearance play an important part in the high expectations we have as a school community, and therefore, we encourage our pupils to wear uniform every day.

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
- support and promote the ethos of the school

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 Body 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.

Our School Uniform

Our school uniform consists of:

- White/red shirt/polo shirt
- Grey/black pinafore/ skirt/trousers
- Red cardigan/sweatshirt /jumper/hoody
- Grey/red/white socks/tights
- Black shoes

No hats are to be worn in school buildings. The wearing of a head scarf or hijab, for religious reasons, is permitted.

Optional Summer Wear

- Gingham dress in red and white
- Grey shorts

Health & Safety (Hair): Pupils with long hair or headscarves are required to tie them back safely for PE.

Whilst we strongly encourage all pupils to wear school uniform every day, there is no expectation for parents/carers to buy a uniform with the school logo embroidered on. Plain red jumpers/hoodies/cardigans are acceptable.

However, if parents/carers would like to purchase uniform with the school badge on, items are readily available from the following local stores:

Glebern Sports & Trophies 3A Margaret St, Abercynon, Mountain Ash CF45 4RE 01443 740027 https://glebernsports.com/	Mountain Ash Embroidery 18 Oxford St, Mountain Ash CF45 3PL 01443 474274 mountainashembroidery@talktalk.net
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School Essentials Grant: Help with School Costs

Families with children in reception to year 11 on lower incomes and who are entitled to certain benefits, can apply for:

- £125 per learner and extra funding for your school
- £200 for learners entering year 7 (to help with increased costs associated with starting secondary school) and extra funding for your school

Parents and carers can claim once per child per school year.

Receiving Universal Primary Free School Meals does not automatically entitle your child to the School Essentials Grant:

- Learners must be eligible for means-tested Free School Meals (eFSM).
- Learners who receive free school meals due to transitional protection arrangements do not qualify.
- All children in local authority care qualify for the grant.

Receiving the School Essentials Grant will not affect your tax or other benefits.

What the grant is for:

The School Essentials Grant can help cover the costs of:

- school uniform, including coats and shoes
- school activities, including learning a musical instrument, sports kit and other equipment for after school activities
- classroom essentials, including pens, pencils and school bags
- specialist equipment for new curriculum activities such as design and technology
- IT equipment: laptops and tablets only (School Essentials should only be used in limited situations where a school is unable to loan equipment to the family)
- equipment for out-of-school hours trips such as outdoor learning (for example, waterproofs)
- non-uniform essential items such as clothing to support access and involvement in residential outdoor education
- uniform for enrichment activities, including but not limited to: scouts, guides, cadets, martial arts, sports, performing arts, or dance

For further information on eligibility or the application process, please contact RCTCBC

Disability Discrimination

This policy will ensure that the school uniform and appearance policy does not disadvantage disabled pupils in comparison to pupils who are not disabled. Issues for consideration include the practicality of the policy 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 a wrist watch and small stud earrings. We ask pupils to remove these objects during PE and games, to prevent them from causing injury.

Extreme Haircuts & Colours

The school does not permit children to have 'extreme' haircuts and unnatural hair colours that could serve as a distraction to other pupils. Only basic hair accessories to be worn i.e. scrunchies, bobbles and headbands which should be appropriate.

Footwear

The school wants all children to grow into healthy adults. We believe that it is dangerous for pupils to wear shoes that have platform soles or high heels, so we do not allow pupils to wear such shoes in our school. Also, the school does not allow the wearing of Crocs/sliders/open toe sandals due to health and safety grounds. It is preferred that shoes are black in colour.

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. We advise that all items should be clearly marked with the child's name on it.

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.

If any parent would like the school to modify the uniform policy, they should make representation, in the first instance, to the Head teacher.

The Role of Governors

The governing body supports the Headteacher in implementing the school uniform policy. It considers all representations from parents/carers 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. Governors ensure that the school uniform policy helps children to dress sensibly, in clothing that is hardwearing, safe and practical.

Exclusion and non-attendance

Exclusion is not normally an appropriate response to breaches of school uniform/appearance policies. However, where these breaches are persistent and in open defiance of the school's uniform or appearance policy, and where all other avenues for resolving the uniform dispute have been exhausted, then the school may consider exclusion as a last resort depending on the circumstances of the case.

Governing bodies need to ensure that absenteeism does not arise because families are unable to provide uniform for their children. If that arises, information and other appropriate assistance should be given to families by the Local Authority or the school.

Complaints

Complaints about school uniform (or dress) and appearance codes/policies are dealt with in accordance with the governing body's complaints procedure.

If you have any queries or concerns please see the School Clerk, Family Engagement Officer 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>