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Be independent, creative and persevere!*

Pen-y-Fai Church in Wales Primary School

School Uniform Policy

This policy is written because Roxy - Our Rights Respecting Schools
Mascot - says that;

"You have the right to information"
Article 13

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PRIMARY SCHOOL



We are a Rights Respecting School

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Our Statement of intent;

We have decided, after consultation with parents/carers, pupils, school personnel, community groups, local religious leaders and the Local Authority, to have a school uniform for pupils as we feel it plays an important part in supporting positive behaviour and discipline; developing the ethos of the school; supporting teaching and learning; promoting a sense of pride in the school; promoting a sense of community and belonging towards the school; promoting equality and supporting health and safety;

We acknowledge that we have an obligation under the Human Rights Act 1998 to protect and to accommodate the rights of individuals to display their religious or cultural dress. Any request based on social or cultural grounds for pupils to wear other items of clothing, other than or in addition to the specified school uniform, will be considered.

We believe we have a moral duty to keep costs low for parents as we realise they do not have an endless pot of cash for new school clothing. Therefore, we will ensure that our school uniform is affordable, provides best value and that it will be sustainably sourced.

We will consult with parents/carers, pupils, school personnel, community groups, local religious leaders and the Local Authority in order to gauge their views regarding any changes to the present school uniform. Parents and pupils will be informed well in advance of any changes to this policy coming into effect.

We believe that any pupil that breaches this policy will be disciplined. However, we 'do not believe exclusion to be an appropriate response to breaches of this policy, except where they are persistent and defiant. Where a pupil repeatedly refuses to comply with school uniform policy even if they do not otherwise display poor behaviour, we believe that exclusion could be an appropriate response, depending on the circumstances of the case.'

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

We as a school community have a commitment to promote equality. Therefore, an equality impact assessment has been undertaken and we believe this policy is in line with the Equality Act 2010.

We believe it is essential that this policy clearly identifies and outlines the roles and responsibilities of all those involved in the procedures and arrangements that is connected with this policy.

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Our School Aims;

- To ensure pupils wear school uniform in order to support positive behaviour and discipline, to develop the school ethos and to support effective teaching and learning.
- To ensure compliance with all relevant legislation connected to this policy.
- To work with other schools and the local authority to share good practice in order to improve this policy.

How will we achieve this? Who needs to do what?

What the Governors will do;

- delegated to the Headteacher the responsibility of implementing and maintaining this policy;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor (Chair of Governors – Matthew Bater) to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- responsibility for ensuring all policies are made available to parents;
- the responsibility of involving the School Council in:
 - determining this policy with the Governing Body;
 - discussing improvements to this policy during the school year;
 - organising surveys to gauge the thoughts of all pupils;
 - reviewing the effectiveness of this policy with the Governing Body
- nominated a link governor (Lisa Deere) to:
 - visit the school regularly;
 - work closely with the Headteacher and the coordinator;
 - ensure this policy and other linked policies are up to date;
 - ensure that everyone connected with the school is aware of this policy;
 - attend training related to this policy;
 - report to the Governing Body every term;
 - annually report to the Governing Body on the success and development of this policy.

responsibility for the effective implementation, monitoring and evaluation of this policy.

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What the Headteacher will do;

The Headteacher will:

- delegate responsibility on its endorsement to the Senior Leadership Team;
- ensure all school personnel, pupils and parents are aware of and comply with this policy;
- ask all staff to report any pupil who does not comply with this policy;
- impose sanctions for non-compliance with school uniform;
- write to parents of pupils abusing this policy asking for their support before any further sanctions are imposed
- process any complaints received in the appropriate way as stated in the school's complaints policy;
- report to the Governing Body the number of pupils who abuse this policy;
- make effective use of relevant research and information to improve this policy;
- work closely with the link governor and coordinator;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy by speaking with pupils, school personnel, parents and governors;
- annually report to the Governing Body on the success and development of this policy.

What School Personnel will do;

School personnel will:

- comply with all aspects of this policy;
- lead by example dressing appropriately in business like clothes;
- be of a neat and tidy appearance;
- report any pupil who does not comply with this policy;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

What Pupils will do;

Pupils will:

- be aware of and comply with this policy by wearing correct uniform;
- be polite and well behaved at all times;
- show consideration to others;
- obey all health and safety regulations in all areas of the school;
- co-sign and abide by the Home School Agreement;
- liaise with the school council about any improvements to this policy;
- take part in questionnaires and surveys

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What Parents will do;

Parents/carers will:

- be aware of and comply with this policy by ensuring their children wear school uniform at all times;
- be contactable and receptive if their child is not wearing the correct uniform;
- ensure that their child's uniform is clean and good repair;
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school;
- be asked to take part periodic surveys conducted by the school.

Sanctions;

We will take appropriate action if any pupil does not adhere to this policy. But first we will discuss with the pupil and the parent the reason why in order to establish a way forward.

Under no circumstance will any pupil be sent home for non-compliance with this policy without first informing the parent.

Complaints;

We have in place clear procedures to deal with any complaint made against the school or individuals connected with it. We take any complaint seriously and we deal with them professionally following set procedures.

Training for Personnel at the School;

All school personnel:

- have equal chances of training, career development and promotion
- receive training on this policy on induction which specifically covers:
 - All aspects of this policy
 - Physical Education
 - Swimming
 - Educational Visits
 - Social Events for Pupils
 - Equal opportunities
 - Inclusion
- receive periodic training so that they are kept up to date with new information
- receive equal opportunities training on induction in order to improve their understanding of the Equality Act 2010 and its implications

Raising awareness of this policy;

We will raise awareness of this policy via:

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- the School Handbook/Prospectus
- the school website
- the Staff Handbook
- meetings with parents such as introductory, transition, parent-teacher consultations and periodic curriculum workshops
- school events
- meetings with school personnel
- communications with home such as weekly newsletters and of end of half term newsletters
- reports such annual report to parents and Headteacher reports to the Governing Body

Monitoring the effectiveness of this policy:

The practical application of this policy will be reviewed annually or when the need arises by the coordinator, the Headteacher and the nominated governor.

A statement of the policy's effectiveness and the necessary recommendations for improvement will be presented to the Governing Body for further discussion and endorsement.

Linked Policies

- Complaints
- Dress Code
- Equality
- Health and Safety in the Curriculum
- Inclusion
- PE Safety
- Swimming Safety

Documents that this policy is based on:

We believe this policy should be a working document that is fit for purpose, represents the school ethos, enables consistency and quality across the school and is related to the following legislation:

- Health and Safety at Work Act 1974
- Education Reform Act 1988
- Education Act 1996
- School Standards and Framework Act 1998
- Human Rights Act 1998
- Learning and Skills Act 2000
- Special Educational Needs and Disability Act 2001
- Equality Act 2010
- Education Act 2011

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The following documentation is also related to this policy:

- Equality Act 2010: Advice for Schools (DfE)
- School Uniform in Multiracial Schools (NFER)
- School Uniform Guidance (DfE)

Equality Impact Assessment:

Under the Equality Act 2010 we have a duty not to discriminate against people on the basis of their age, disability, gender, gender identity, pregnancy or maternity, race, religion or belief and sexual orientation.

This policy has been equality impact assessed and we believe that it is in line with the Equality Act 2010 as it is fair, it does not prioritise or disadvantage any pupil and it helps to promote equality at this school.



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Appendix 1;

School uniform guide for parents;

In school	
Uniform	<ul style="list-style-type: none">• Red sweatshirt/cardigan with school logo or plain. (No hoodies)• White polo shirt with school logo or plain (No red polo shirts)• Grey long trousers or shorts. (No joggers)• Grey skirt/grey pinafore dress with red/grey tights• Red and white pinafore dresses in warmer weather
Foot Wear	<ul style="list-style-type: none">• Plain black shoes or trainer shoes
Coats/ Jackets	<ul style="list-style-type: none">• Red fleece jackets and reversible raincoats containing the school logo are available. This is purely an option and not a requirement.
Jewellery	<p>The school's governing body will not allow jewellery to be worn (i.e. rings and necklaces). It will, however, accept the wearing of one small gold or silver stud in each earlobe but will not accept responsibility for it when it must be removed for sport. Facial and tongue piercings are not acceptable on grounds of health and safety.</p>
Hair	<p>The school's governing body will not permit any hairstyles that may be considered extreme.</p>
Bags and Bottles	<p>Book bags, drawstring bags and bottles containing the school logo are available from our uniform suppliers if required.</p>

Sports	
PE Clothing	<ul style="list-style-type: none">• White round necked t-shirt with school logo or plain.• Plain black shorts or leggings. Black joggers

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	are allowed for outdoor games if required. <ul style="list-style-type: none">• Black sports top containing the school logo or plain for colder weather (all available from our uniform suppliers).
PE Foot Wear	Suitable footwear for the conditions - there is no recommended colour or style

Educational Visits

The normal expectation is full school uniform. However, where there are exceptions, parents will be informed prior to the trip taking place.



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Appendix 2:

Ordering School Uniform

Our two main uniform suppliers are;

Uniform 2 go and Tesco direct.

Ordering school uniform:

Online from;

Uniform 2 Go

www.uniform2go.co.uk

or contact 01656 655122

or;

Tesco Direct

<https://www.tesco.com/direct/penyfai-ciw-primary/6348.school?t=1525340053414&source=others> where a percentage of the costs will go back to the school

Order forms, price lists and guides for parents are also available via our school website;

www.penyfaiciwprimary.co.uk

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