



Nant-y-Parc Primary School



School Uniform Policy



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Introduction

School uniform plays an important part in the success of a high-performing school. Successfully implemented it can:

- ✓ Provide a sense of identity and cohesion within the school and instil pride in its achievements.
- ✓ Support positive behaviour and school discipline.
- ✓ Ensure pupils dress appropriately for learning activities.
- ✓ Remove peer pressure to dress in 'designer' fashions.
- ✓ Enable pupils of all backgrounds to share in a common identity which embraces their requirements.
Help reduce inequalities between pupils and some triggers for bullying.
- ✓ Help identify truants.
- ✓ Assist identification of strangers on school premises.
- ✓ Support and promote the ethos of the school.

School Uniform

The school has a uniform that consists of:

- White/red blouse/polo shirt
- Grey/black pinafore/ skirt/trousers
- Red/black/grey cardigan/sweatshirt
- White/grey/red/black socks or tights
- Black shoes

Optional Summer Wear

- Gingham dress in red and white
- Grey shorts

Equality

Equality Act 2010

The Equality Act 2010 protects pupils from discrimination based on disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation ('protected characteristics'). Section 85 of the Equality Act 2010 makes it unlawful for a Governing Body to discriminate against a pupil or a prospective pupil concerning school admission or in the way it treats a pupil once admitted. For example, in the way the school affords or does not afford, the pupil access to any benefits, facilities or services. This covers all activities covering school life, including school

uniform and appearance policies. It means that everything a governing body does must be non-discriminatory and requires governing bodies to regularly review their practices, policies, and procedures to ensure that they do not discriminate against pupils who have protective characteristics.

The key duties for governing bodies adhered to at Nant-y-Parc primary school concerning discrimination are:

- ✓ Not to treat a pupil, because of the pupil's protective characteristic, less favourably than it treats a pupil who does not share that same protective characteristic. This is direct discrimination and cannot be justified.
- ✓ Not to apply an arrangement, rule or procedure that applies to all pupils if it has the effect, or would have the effect, of putting pupils with a particular protective characteristic at a substantial disadvantage in comparison with pupils who do not share that same protective characteristic and the school rule cannot be justified as a proportionate way of achieving the legitimate aim. This is indirect discrimination. The Equality Act 2010 defines "substantial" to mean more than minor or trivial. An example of indirect discrimination is when a school's uniform policy has a rule that all pupils must wear a particular style of shoe. If a pupil is unable to comply with that rule because of the pupil's disability the rule would be unlawful because the rule places the disabled pupil at a substantial disadvantage in comparison with non-disabled pupils unless the school can justify the rule.
- ✓ To take such steps, as it is reasonable to take, to avoid as far as possible by reasonable means, the substantial disadvantage which a pupil experiences because of a protective characteristic. This is known as the reasonable adjustment duty. It means that governing bodies must anticipate where barriers to learning lie and act to remove them as far as they are able.

Costs

The school will consider the following in the context of keeping down the cost of school uniforms:

- Only basic items and colours but not styles will be used so that items can be bought from retail chains at reasonable prices and not just from one supplier.
- We will avoid high-cost items such as blazers and caps.
- School logos will not be required on uniforms.
- No variation in colours and style for different year groups will occur.
- We will provide easily washable items (through the supplier): dry clean-only items will be avoided.

- Uniform changes will be limited.
- If there is a change to a school uniform policy, a transitional period will be introduced so that the old uniform can be worn for at least a year before a total change over to a new uniform. Parts of the old uniform will be considered in the new uniform.
- A flexible approach to basic uniform requirements will be implemented during hot weather as opposed to having separate uniforms for winter and summer.

Health and Safety

Health and safety issues are extremely important and will be given constant consideration, especially when pupils are taking part in Physical Education. Please see individual sections for further details on appropriate clothing and accessories.

Physical Education

PE Kit will consist of a red t-shirt/black shorts or joggers/trainers or daps.

Clothing for Gymnastics and Dance

- T-shirt and shorts

All work in the hall will be done bare feet except where parents request otherwise e.g. medical condition.

Skills and Games lessons

- T-shirt and shorts
- Tracksuits for cold days
- Appropriate footwear e.g. trainers

Swimming

Pupils undertaking swimming will adhere to the pool rules stated before undertaking lessons. Pupils will be encouraged to wear a swimming cap and no bikinis will be permitted.

Jewellery/Accessories

Jewellery/accessories of any type are discouraged because of the danger to the wearer, and their peers and because of its security. If children do wear earrings, they must be restricted to one pair of 'stud' type earrings. These must be removed before Physical Education lessons to minimise the risks to themselves and others. Children whose ears are in the healing period following the piercing will need tape to cover the earring during Physical Education. Staff will give a verbal reminder to pupils and, where necessary, visually monitor the group/individual. If for any reason, the situation cannot be made safe e.g. earrings cannot be removed or covered, then the pupil should not actively participate and alternative arrangements should be made for this pupil.

Watches can be worn by pupils, but these are to be digital or analogue watches. No 'Smartwatches' will be permitted. 'Smartwatches' are deemed as watches that can receive notifications from outside of school, watches containing private information (texts and/or photos) or could record others via a camera. These will not be permitted during Physical Education lessons.

Mobile phones will also be prohibited.

Medical Conditions

The school will consider carefully requests made to vary the policy to meet the needs of an individual pupil because of a temporary or permanent medical condition or impairment.

Consulting with parents, pupils and other groups

When considering the introduction of new school uniform and appearance policies or changes to existing school uniform or appearance policies, in accordance with the principles of good practice, the school will consult widely with current pupils and parents/carers and prospective pupils and parents/carers, especially as change could give rise to additional costs. Consultation should also include representatives of different pupil groups in the wider community, taking care to identify community leaders representing minority ethnic and religious groups as well as groups representing pupils with special educational needs or disabilities. The school will engage pupils and the school council in drawing up school uniform and appearance policies by actively engaging and encouraging them to take ownership in designing their uniform policy and communicating it to parents, prospective parents, and pupils.

Non-compliance with school uniform and appearance policies

Where the school has put in place a school uniform policy and/or rules about appearance, it is for the Headteacher to enforce these as part of her overall responsibility for the day-to-day running of the school and for maintaining discipline.

Headteachers will decide what action to take when pupils infringe a school's uniform or appearance rules. We will first try to establish why a pupil is not complying with the policy. If it is because families are in financial difficulties, we will allow an appropriate amount of time for the required items to be purchased and offer information about any assistance the LA or the school is able to offer.

There may be other reasons apart from financial ones or defiance why a pupil is not complying with the uniform or appearance policy. For example, their uniform may

have been lost, stolen or damaged, or accidentally soiled beyond the point where it can be worn, and it may not be possible to wash and dry some items of clothing overnight.

Headteachers may ask pupils to go home to change their clothes without formally excluding them. This should be for no longer than necessary to effect the change of clothing and would only be appropriate where the change could be made quickly and easily. Headteachers should not send a pupil home indefinitely or for longer than is necessary to change clothes or modify appearance (e.g. by having a haircut) as this could amount to an unofficial exclusion. When sending a pupil home, headteachers or senior staff should bear in mind the age and vulnerability of the child and should contact the parents or carers if first. The pupil would be expected to return to school immediately after his/her clothes had been changed. Failure to do so could amount to an unauthorised absence.

In drawing up this Uniform Policy the following were consulted – All teaching and support staff and pupils.

It was approved by the Governing Body on
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Signed:

Chair of Governors.....

Headteacher.....
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Date to be reviewed: