



KING HENRY VIII SCHOOL

Ysgol Brenin Harri'r VIII



UT PROSIM

Uniform and Appearance Policy

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"King Henry VIII School Community will work together to create an inclusive, safe and happy learning environment in which all are challenged and supported to achieve their potential. Everyone is committed to learning today for a fulfilling life tomorrow."



KING HENRY VIII SCHOOL

Uniform and Appearance Policy

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| Author | King Henry VIII School |
| Consultees | Teachers, students and parents of King Henry VIII School |
| Name of school staff responsible for maintaining this policy | Mr J Parkinson |
| Date Policy formally approved by Governing Body | |
| Review Date | March 2022 |
| Signed (Head Teacher) | |
| Signed (Chair of Governing Body) | |

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. King Henry VIII School recognises, in line with Welsh Government statutory guidance, that a school uniform can:-

- provide a sense of identity, community and cohesion within the school;
- support positive behaviour;
- ensure students dress appropriately for learning activity;
- remove peer pressure to dress in particular fashions;
- enable students of all backgrounds to share in a common identity which embraces their particular requirements;
- 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 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.

King Henry VIII 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. Sixth Form students do not have a specific uniform, however there is an expectation for all Sixth Form students to wear photo ID for safeguarding purposes. Sixth Form students must wear attire that reflects the position of post-16 students in our school as role models to younger learners. Therefore, attire with offensive words or slogans is not permitted. Please see Appendix A for the full guidance around our uniform and appearance expectations.

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 and trousers from a number of different suppliers and options to purchase sew-on badges have been implemented to ensure 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. Further information about accessing grants for school uniform can be found in Appendix B.

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 watches 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, that the school can provide;
- 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;

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.

Extreme Weather

In extreme weather cases, the school will contact parents via InTouch, 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

King Henry VIII 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 Wellbeing Leader, who will assist in trying to deal with your complaint in the first instance.

Non-compliance with school uniform and appearance policies

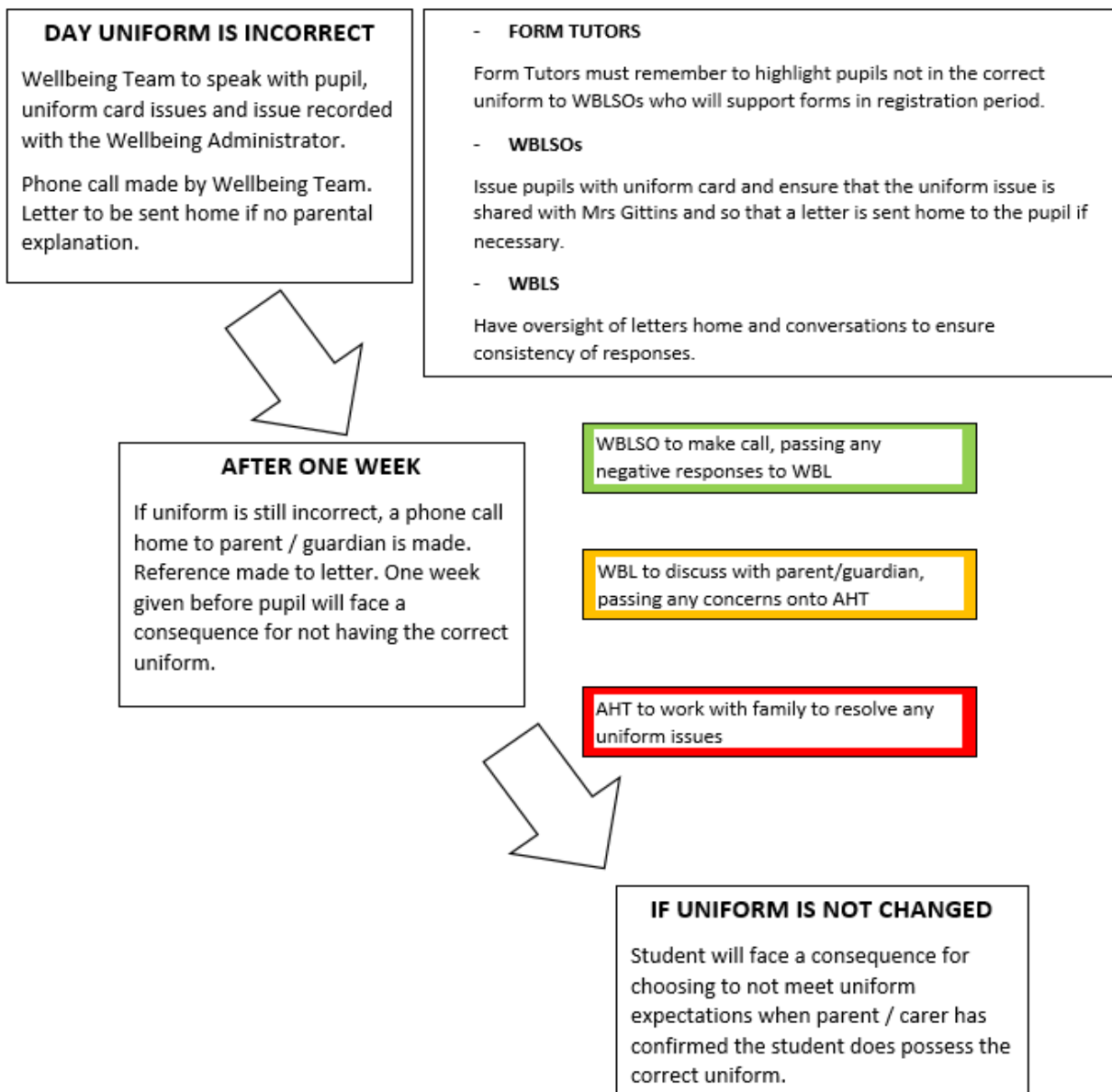
The Governing body and Head teacher have decided on what action to take when students infringe a school's uniform and appearance rules and can sanction students for breach of the school's uniform and appearance policy. In every case however, the school will first take time to establish the reasons for 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 B.

As outlined below, if a student is not in the correct uniform, a uniform card will be given and a phone call home will be made. 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 Learning Support 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 Wellbeing Leader. The Wellbeing 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 **period of two weeks**.

If a student is again seen wearing uniform that does not meet expectations and a letter has already been sent, a phone call will be made immediately and the family will have one week to resolve the uniform issue. There are many ways in which the school can support parents and carers in sourcing uniform; full information can be found in Appendix B.

UNIFORM FLOWCHART



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 Ystafell Ynys in cases where all other avenues for resolving the uniform issue have been exhausted.

Appendix A – Uniform and Appearance Expectations

| <u>School Uniform – Years 7 – 11</u> | <u>PE and Miscellaneous Uniform – Years 7 -11</u> |
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| <p>Black blazer with gold school logo (purchased from Reflex Embroidery).</p> <p>Black blazer (purchased from other suppliers) with sew on school logo (purchased from Reflex Embroidery).</p> <p>Optional black jumper with embroidered gold logo.</p> <p>Black tie with two thin gold stripes.</p> <p>White shirt (short or long sleeves).</p> <p>Black tailored, formal trousers. Jeans, jeggings, chinos or leggings are not acceptable.</p> <p>Black box pleated skirts. Tight, clingy or tube type skirts are not acceptable.</p> <p>Black tailored shorts.</p> <p>Plain black leather or leather look traditional shoes or plain black traditional boots to the ankle. Trainers, plimsolls or ‘Vans’-type shoes are not acceptable.</p> <p>Black socks or tights.</p> <p>Belts, if worn, must be plain and black.</p> <p>Coats are to be of a plain, dark colour. It is acceptable for coats to have reflective elements for safety when travelling to and from school.</p> <p>Small, plain stud earrings (one in each ear) are acceptable.</p> <p>Students may wear a wristwatch.</p> <p>Make-up, if worn, should be natural.</p> <p>Hair must be of a natural colour.</p> <p>Unacceptable Items</p> <p>Hooded jumpers with or without a zip (often called hoodies), denim or leather jackets are not acceptable outerwear.</p> <p>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, it will be able removed for the school day when we return in September).</p> <p>False nails are not acceptable.</p> | <p>Rugby and Football</p> <p>Blue and amber reversible rugby shirt.</p> <p>Blue and amber football socks.</p> <p>Navy shorts.</p> <p>Rugby / football boots.</p> <p>Shin pads.</p> <p>Netball</p> <p>White polo shirt.</p> <p>Navy shorts/skorts.</p> <p>White socks.</p> <p>Trainers.</p> <p>Hockey</p> <p>White polo shirt.</p> <p>Navy shorts/skorts.</p> <p>Long white socks.</p> <p>Shin pads.</p> <p>Gum shields.</p> <p>Trainers.</p> <p>Swimming</p> <p>Swimming shorts or trunks or a ‘one-piece’ swimming costume.</p> <p>All other sports</p> <p>White polo shirt.</p> <p>Navy shorts/skorts.</p> <p>Trainers.</p> <p>Miscellaneous Uniform</p> <p>Plain apron (for cookery/technology lessons).</p> |

Our preferred supplier is Reflex Embroidery. Details and an order form can be found on the school website.

There is no specific uniform for post-16 students, however guidance for appearance can be found on page 3 of this policy.

Appendix B - 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 or at www.grownoutofit.co.uk.

The Head teacher's Foundation Governors grant may be used to support parents and carers in purchasing uniform. If parents and carers are facing difficulties in purchasing uniform, they should write to the Head teacher requesting support.

In 2018, the Welsh Government replaced the former School Uniform Grant with a new fund: PDG-Access which is a component of the Student Development Grant:

<https://beta.gov.wales/student-development-grant-access>. The new grant focuses on the entry point into education and the transition into secondary school. The Funding is available to students who are eligible for free school meals entering Year 7 and Year 10. The Funding is also available to all looked after children of compulsory school age. 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. Asylum Seeker students entering Year 7 and Year 10 are entitled to assistance under this Funding if they fulfil the eligibility criteria.