

School uniform policy

Ysgol Bryn Castell



Approved by: GB

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1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers.
- Explain how we will promote equal opportunities and good relations between persons of different racial groups and between sex or gender groups, and avoid discrimination in line with our legal duties under the Equality Act 2010.
- Clarify our expectations for school uniform.

This policy considers the statutory guidance from Welsh Government regarding school uniform:

<https://www.gov.wales/school-uniform-and-appearance-policy-guidance-governing-bodies-wg23-17-html> .

2. Our school’s legal duties under the Human Rights Act 1998 and Equality Act 2010

Governing bodies must have regard to their obligations under the Human Rights Act 1998 and the Equality Act 2010 when developing or reviewing their school uniform and appearance policies, so as to ensure that they do not to discriminate unlawfully on the grounds of sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and disability.

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender.
- Make sure that our uniform costs the same for all pupils.
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in a way that is appropriate for school and makes them feel most comfortable.
- Allow pupils to request changes to swimwear for religious reasons or if they are experiencing discomfort related to their sex, gender or gender reassignment.
- Allow pupils to wear headscarves and/or other religious garments.

- Allow pupils with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs.
- Allow for reasonable adaptations to our policy on the grounds of equality by asking pupils or their parents/carers to get in touch with Home School Liaison Officers (Mrs Jane Marsh / Mrs Eileen Morrison) on the school phone number, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory guidance from Welsh Government on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that must have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents/carers' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost.
- Provides the best value for money for parents/carers.

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary.
- Limiting any items with distinctive characteristics where possible.
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on.
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveller.
- Avoiding different uniform requirements for different year/class/house groups.
- Avoiding different uniform requirements for extra-curricular activities.
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parent/carers of any changes.
- Consulting with parent/carers and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy.

4. Expectations for school uniform

4.1 Our school's uniform

- Sky Blue Polo shirt – can be worn with or without school logo.
- Navy Blue hoodie or sweatshirt with or without school logo.
- Dark trousers/ joggers or tracksuit bottoms/ skirts.
- Shoes/trainers appropriate for all school activities.
- Jewellery to be kept to a minimum.
- Uniform is not required for pupils in the post 16 department – however clothing should be suitable for school.

4.2 Where to purchase uniform

All items of school uniform can be purchased from a wide variety of local stores.

Hooded Jumpers/ Sweatshirts with logos can be purchased from:

- Euroschools – Penybont court, Ogmores Terrace, Bridgend: [Euroschools Direct](#)
- Uniform 2 go Unit 4, New Street, Bridgend Industrial Estate Bridgend: [School Uniform Suppliers Bridgend – Uniform2go](#)

The school offers 'pre loved' uniform at school during open events which are available free of charge.

Grants are available for parents/ carers to assist with purchasing uniform dependent upon meeting the criteria required: [School Essentials Grant - Bridgend CBC](#)

If you are facing any difficulties with the purchase of uniform, please contact the school.

5. Expectations for our school community

5.1 Pupils

Pupils are expected to always wear the correct uniform (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils and parents/carers are asked to contact Mrs Jane Marsh or Mrs Eileen Morrison if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform, and that every item is clearly labelled with the child's name.

Parents/carers are encouraged to share any pre loved items of school uniform with the school for sharing with the wider community through regular open events. The school recognises the sustainability and environmental benefits of doing so.

Parent/carers are also expected to contact Mrs Jane Marsh or Mrs Eileen Morrison if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics.
- The cost of the uniform - grants are available for parents/carers to assist with purchasing uniform dependent upon meeting the criteria required.

Parent/carers are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner. Disputes about the cost of the school uniform will be:

- Resolved locally.
- Dealt with in accordance with our school's complaints policy.
- The school will work closely with parent/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will monitor pupils to make sure they are in correct uniform, and will give any pupils and families breaching the uniform policy the opportunity to comply.

Spare uniform may be available in school for pupils who arrive without it.

Ongoing breaches of our uniform policy will be dealt with by the Assistant Headteachers.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Governors

The Governing Body will review this policy and make sure that it:

- Is appropriate for our school's context.
- Is implemented fairly across the school.
- Takes into account the views of parent/carers and pupils.
- Offers a uniform that is appropriate, practical and safe for all pupils.

The Governors will also make sure that the school's uniform is available at a range of local suppliers, and do not have a single supplier contract in-place.

6. Monitoring arrangements

This policy will be reviewed on a two-year basis by the headteacher. At every review, it will be approved by the full governing body.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy