



General Appearance of Pupils and School Uniform Policy

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Chair of Governor's signature:	Cllr M. Powell
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Introduction

It is our policy that all children should wear school uniform when attending school, or when participating in a school-organised event outside normal school hours, unless otherwise stipulated. A complete list of the items required for school uniform is included in the school prospectus and in this policy.

Aims and Objectives

Our school uniform policy is intended to:

- Promote a sense of pride in the school;
- Promote a feeling of community, identity and belonging;
- Provide practical, smart and appropriate clothing for school;
- Help pupils to identify as members of the school community;
- Reduce distractions associated with fashion clothing;
- Promote inclusion and reduce visible differences in clothing, while recognising that equitable treatment may require flexibility or reasonable adjustments for individual pupils;
- Provide uniform that is suitable, accessible and good value for money;
- Support pupils' health, safety, comfort and participation in school life.

Equality, Diversity and Equity Statement

Coedpenmaen Primary School is committed to ensuring that its uniform and appearance policy is inclusive, fair and accessible to every pupil. We value and celebrate the diversity of our school community and recognise that treating everyone fairly does not always mean treating everyone in exactly the same way.

The school will apply this policy with due regard to its responsibilities under the Equality Act 2010 and relevant Welsh Government statutory guidance. No pupil should be disadvantaged, excluded or treated less favourably because of a protected characteristic.

We recognise that individual pupils may require reasonable adjustments or flexibility in relation to school uniform because of disability, additional or sensory needs, medical needs, religion or belief, race, culture, sex, gender reassignment or other individual circumstances. Requests and identified needs will be considered sensitively, respectfully and on an individual basis, taking account of the pupil's dignity, safety, wellbeing and right to participate fully in school life.

All approved uniform options in this policy are available to all pupils. Pupils will not be required to wear a particular approved item because of their sex or gender.

We recognise that the cost of school uniform affects families differently. Financial circumstances will be approached sensitively and should not become a source of embarrassment, discrimination or exclusion for

a child. The school will seek to minimise unnecessary costs and make support and pre-loved uniform accessible without stigma.

Religious and cultural dress, including appropriate head coverings and other items associated with religion or belief, will be accommodated wherever reasonably possible. The school also recognises and respects the diversity of hair types, textures and protective hairstyles through its adoption of the Halo Code.

Limiting the Cost of School Uniform

Our school has a duty to ensure that the uniform we require is affordable, in line with statutory guidance from the Welsh Government on school uniform and appearance policies.

We will ensure that uniform is available at a reasonable cost and remind parents and carers that items bearing the school logo are not required. Uniform items may be purchased from a range of suppliers. We also provide a rail of good-quality pre-loved school uniform that families can access free of charge. The school will promote this provision as an inclusive and sustainable option for all families.

Where appropriate, the school will signpost families to relevant financial support, including Welsh Government or local authority support for school essentials.

Jewellery

In the interests of safety, jewellery is not generally worn in school. Pupils may wear studs in pierced ears and objects of religious significance. To reduce the risk of accidents or loss of valued items, necklaces, hooped earrings, rings and bracelets may not be worn. Watches with internet access or facilities to take photographs or videos must not be brought to school.

Where an item has religious, cultural, medical or disability-related significance, the school will consider any necessary flexibility or reasonable adjustment in discussion with the pupil and parent/carers, while taking account of safety.

Footwear

We expect all children to wear appropriate footwear in school. Shoes with wheels (heelys), platform soles or high heels are not permitted. Dark footwear should be worn. Where a pupil has a disability, medical, sensory or other individual need that affects footwear, reasonable adjustments will be considered.

Hair and Head Coverings

We ask parents and carers to support appropriate hairstyles for school. We encourage natural hair colours and ask that hairstyles are suitable for safe participation in learning and school activities.

As a school, we adopt the Halo Code (see Appendix 1). We recognise and respect Afro-textured hair, protective hairstyles and the diversity of pupils' natural hair and will seek to ensure that expectations relating to hair do not result in discrimination.

Pupils may wear religious or cultural head coverings, for example hijabs, turbans and kippahs. Sports hijabs may be worn for PE lessons. Any safety requirements will be discussed sensitively and reasonable alternatives or adjustments considered where necessary.

Clothing Requirements for PE

A list of PE clothing is included in our prospectus and below. We have sports kits for pupils when teams represent the school in competitions. Children are requested to return school-owned kit at the end of an activity. We recommend appropriate safety equipment, such as shin pads, body armour and gum shields, where relevant when representing the school in competitions.

PE requirements will be applied inclusively. The school will consider reasonable adjustments and appropriate flexibility for disability, medical or sensory needs and for religious, cultural or modesty requirements. Pupils should be supported to participate in PE safely, comfortably and with dignity.

Extreme Weather and Individual Comfort

The school will take a flexible and proportionate approach to uniform during periods of very hot, cold or otherwise extreme weather. Pupils may be permitted to add or remove appropriate layers or use suitable protective clothing so that they can remain safe, comfortable and able to participate in learning. Individual disability, medical and sensory needs will also be considered.

The Role of Parents and Carers

We ask all parents and carers to support the school uniform policy. We are an inclusive school and welcome children from all backgrounds, cultures and faith communities. Parents and carers are encouraged to speak with the Headteacher if any aspect of the uniform policy creates a difficulty for their child because of religion or belief, disability, medical or sensory needs, culture, financial circumstances or another individual need.

The school will work constructively with families to identify reasonable and proportionate solutions. Where the school is already aware that a pupil may require an adjustment, it will not rely solely on the family to raise the matter.

Responding to Uniform Concerns and Non-Compliance

Any concern about a pupil's uniform or appearance will be addressed sensitively, privately and proportionately. Before taking action, staff will seek to understand the reason for non-compliance and consider whether financial circumstances, availability of uniform, disability, medical or sensory needs, religion or belief, culture, family circumstances or another relevant factor may be contributing.

The school will seek to resolve concerns through supportive discussion with the pupil and, where appropriate, their parent or carer. Pupils will not be publicly embarrassed or made to feel excluded because of uniform difficulties. Any response will be consistent with the school's behaviour and equality policies and relevant Welsh Government guidance.

Role of Governors

The governing body supports the Headteacher in implementing the school uniform policy. It considers representations from parents, carers and pupils and liaises with the Headteacher to ensure that the policy is implemented fairly, consistently and sensitively. The governing body is responsible for ensuring that the policy has due regard to relevant national guidance and legal duties concerning equality, fairness, accessibility and cost.

School Uniform Requirements

The following uniform requirements remain the approved uniform for Coedpenmaen Primary School. All listed clothing options are available to all pupils.

- Navy blue V-neck pullover / sweatshirt / cardigan / hoodie - no text beyond the school logo and child's name
- Pale blue or white shirt / T-shirt / blouse
- Dark trousers / skirt / pinafore slip / shorts of reasonable length (just above the knee as a minimum) so that they can clearly be seen whilst wearing a T-shirt/jumper
- Blue and white check gingham dress
- Dark socks
- Dark footwear

- School tie - royal blue / white stripes (optional)

PE Requirements

- Navy/dark joggers or shorts of reasonable length (just above the knee as a minimum and weather dependent)
- Dark sweatshirt, hoodie or sports jacket with no writing
- White T-shirt - no football tops
- Trainers or plimsolls

All of the above items are available from a range of suppliers. There is no requirement for uniform to have the school badge embroidered. We ask that children wear the school uniform as listed above, subject to any agreed reasonable adjustment or flexibility under this policy.

Optional Layering

Pupils may wear additional layers, for example undershirts or leggings, in solid neutral colours to accommodate cultural or personal modesty preferences, weather, sensory needs or individual comfort, provided that they are broadly compatible with the overall school colours.

Monitoring and Review

When monitoring and reviewing this policy, the governing body will:

- Seek the views of pupils, including through appropriate pupil voice or the School Council, and the views of parents and carers;
- Consider whether the policy has any unintended impact on pupils with protected characteristics or on families experiencing financial hardship;
- Consider, with the Headteacher, requests or identified needs for reasonable adjustments or individual flexibility;
- Keep the affordability, accessibility and availability of uniform under review, including the school's pre-loved uniform arrangements;
- Require the Headteacher to report to governors on the way the policy is being implemented, including any recurring equality, affordability or accessibility issues.

This policy will be reviewed by the governing body every two years, or earlier where changes in guidance, legislation or the needs of the school community make this necessary.

Appendix 1 - Halo Code for Schools

Coedpenmaen Primary School adopts the Halo Code. The school recognises that hair and hairstyles can be an important part of racial, cultural and religious identity. Our approach to hair and appearance will respect natural Afro-textured hair and protective hairstyles and will seek to prevent race-based hair discrimination.

The school's application of the Halo Code should be read alongside the equality, diversity and equity statement in this policy and the school's wider equality arrangements.



The Halo Code

For Schools

Our school champions the right of staff and students to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and students' racial, ethnic, cultural, and religious identities, and requires specific styling for hair health and maintenance.

We welcome Afro-textured hair worn in all styles including, but not limited to, afros, locs, twists, braids, cornrows, fades, hair straightened through the application of heat or chemicals, weaves, wigs, headscarves, and wraps.

At this school, we recognise and celebrate our staff and students' identities. We are a community built on an ethos of equality and respect where hair texture and style have no bearing on anyone's ability to succeed.