

West Monmouth School



Uniform & Appearance Policy

Updated: January 2022

CoG Signature: *N. Holland*

Legal Framework:

This policy has been developed and should be read in conjunction with the Welsh Government Statutory guidance for school governing bodies on school uniform and appearance policies published in July 2019.

Context:

In response to the release of the above statutory guidance, the headteacher and Governing Body began an extensive consultation process on the existing school uniform in Summer '21. This consultation included views stakeholder groups and gathered views on the various elements of the existing uniform as well as on potential changes.

Drawing on the Welsh Government Statutory Guidance and gathered stakeholder views, West Monmouth School believes that a clear and rigorously enforced school uniform and appearance policy is important because:

- It supports a sense of community, belonging and pride within the school.
- It supports the implementation of the school's safeguarding policy.
- It engenders a mindset of self-regulation and discipline which is important in a learning environment.
- It supports equality for pupils of all economic backgrounds.
- It encourages a culture where pupils' identities are defined by their character and actions rather than appearances.
- It ensures that pupils are dressed appropriately to participate safely in all learning experiences.
- It prepares pupils for the world of work where most will have to adhere to some kind of dress code.

We further believe that school uniform should be:

- Smart and attractive.
- Comfortable, practical and safe for all school activities.
- Durable and easy to maintain.
- Affordable and easily available to all families.
- Inclusive for pupils of all genders, abilities and cultural and religious backgrounds.

Uniform Requirements:

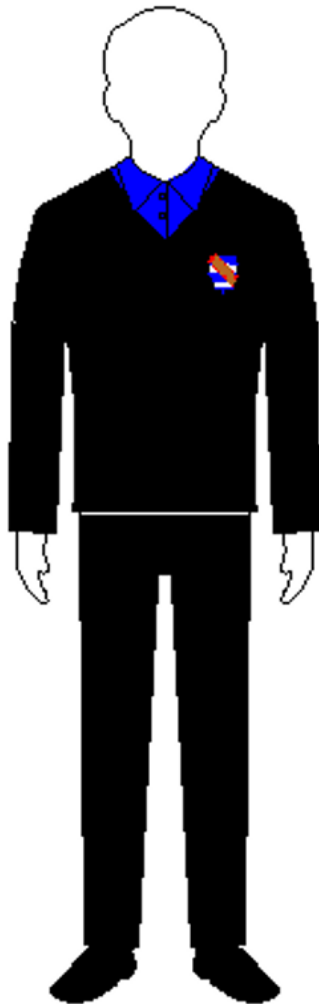
Please note the dress code illustrated below will come into force from September 2022 when it will be compulsory for all pupils in year 7 only. For pupils in all other year groups there will be a transition year when they may wish to continue wearing old uniform items in order to avoid unnecessary expense.

Main Uniform – Years 7,8 & 9:

A plain, royal blue polo - shirt with school crest. No other logos or branding are allowed.



A black skirt or trousers. Skirts should be just above or below the knee and worn with black tights or socks. Trousers should be tailored and not 'skinny fit'. Jeans, leggings and joggers are not allowed.



A plain black v-neck jumper with new school crest. This should be knitted rather than a sweatshirt and no logos or hoods are allowed.



Shoes should be plain black and be made of leather (or other waterproof material). Trainers are allowed but must be all black including soles and logos. Boots or heeled shoes are not appropriate.

Coats should be waterproof and plain black. No large logos are allowed and we advise parents to avoid expensive, branded coats as they frequently get lost! Leather and denim jackets are not allowed and 'Hoodies' are not to be worn as coats.

Main Uniform – Years 10 & 11:

To reflect their greater maturity and seniority within the school, pupils in years 10 & 11 are required to swap their polo shirts for **pale blue** formal shirts and a West Monmouth school tie. These are the only changes to uniform and all the other requirements above will still stand.



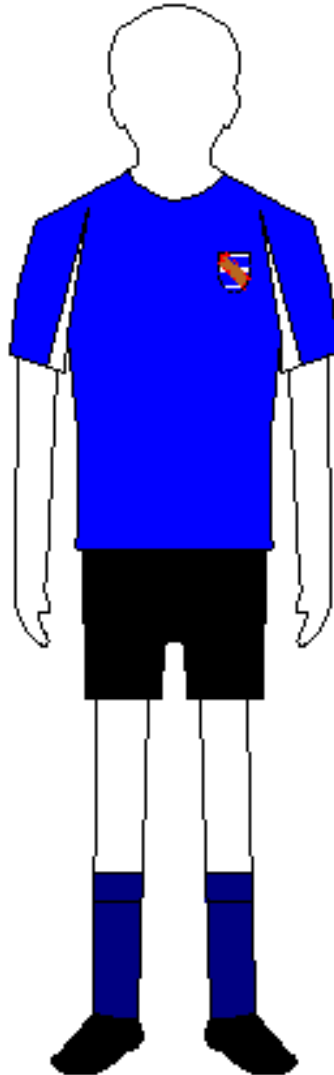
PE Kit – All Pupils

Our basic PE kit is designed to be affordable, comfortable, easy to clean and appropriate for a wide range of sports and physical activities.

A royal blue and white 'tech top' with school crest. No other logos or branding are allowed.



All pupils must have appropriate footwear to participate in PE. They should have trainers which are appropriate for running rather than 'fashion' trainers. To access our 4G pitch, pupils will also require a pair of 'mouldies' rather than studs which will damage the surface.



A navy blue 'quarter zip' top with school crest. No other logos or branding are allowed.



Plain black leggings, shorts or 'joggers'. School branding may be added to these items but is not required. Items should not have any sports logos or other branding on them.

Plain navy rugby socks will be needed for when pupils play rugby or football and require shin pads.

Additional Items:

Pupils who are selected to play for school teams such as rugby, football and netball may be required to wear specific kit when they represent the school at fixtures. Parents will be advised of any such requirements in good time and additional kit items will be available via the school either to purchase or borrow.

Extreme Weather:

We will no longer have a distinct 'Summer Uniform' as this adds significantly to the costs of school uniform and we believe that the main uniform is generally appropriate for the Welsh climate. However, during the Summer term, pupils may wear **tailored**, black shorts rather than skirts / trousers if they wish. These should be of an appropriate length – just above the knee.

Pupils will normally be required to remove coats in classrooms but, in very cold weather, they will be allowed to leave them on – this will be at the teacher's discretion.

Availability:

In line with Welsh Government guidance, we wish our uniform to be as widely available as possible. We do not restrict the sale of branded school items and any outlet who wishes to supply them may do so. Currently, these include:

'Ruck um Maul Sports Ltd' and 'Pretty Miss'.

Parents may purchase their own items and have the badge added by these retailers at low cost **as long as the colours and styles match the specifications outlined above.**

Non-branded items can be sourced from a wide range of outlets including supermarkets and online stores.

We also run a uniform return scheme whereby we ask parents to donate any outgrown but still useable uniform items which we then make available free of charge to families who may be struggling with the cost of uniform.

Financial assistance with the cost of school uniform is available from Welsh Government via the PDG Access Grant. The Funding is available to pupils who are eligible for free school meals entering Year 7 and Year 10 of maintained secondary schools. The Funding is also available to all looked after children of compulsory school age and also to Asylum Seeker pupils if they fulfil the eligibility criteria.

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.

In addition to school uniform, PDG-Access covers school PE kit; uniform for wider activities outside the school day (such as sports, scouts and guides); school equipment where new curriculum activities begin (such as design and technology); and equipment for out of school hours trips (such as waterproofs for outdoor learning).

The grant scheme is administered by Local Authorities on behalf of the Welsh Government and applications for this grant should be made direct to the Local Authority.

Jewellery, Hairstyles and Make-Up:

We recognise that, when constrained to a dress code, pupils may wish to express their personalities and creativity through hairstyles, jewellery and make-up. We support this as a school but must balance this against our responsibility to maintain a safe, orderly and inclusive learning environment. The following restrictions will therefore apply:

- Only one piercing can be worn in each ear and earrings should be studs only. Pupils may be required to remove these for some PE activities.
- No other facial piercings are allowed.
- No jewellery other than a wrist watch should be worn.
- False nails are not allowed as they pose a danger in sports activities.
- Nail varnish should not be worn and nails should be kept short and rounded for safety.
- Make-up should be minimal and look 'natural'.

Reasonable Adjustments:

We believe that our uniform as outlined above will be accessible and appropriate for the vast majority of pupils. However, if parents or pupils, feel that any elements are incompatible with either their physical needs or religious / cultural beliefs then they should contact the school to discuss this. The school and governing body will consider any such requests on a case-by-case basis and, where deemed necessary, agree reasonable adjustments to the uniform policy with the families concerned. **Any adjustments will apply only to the specific pupils who made the original request.**

Implementation:

As outlined on page 2, we believe that a clear uniform and appearance policy is very important and so any breaches of the policy will be dealt with via the following graduated response:

- Pupils will be reminded of the relevant element of this policy by their form teacher and this will be noted on Class Charts. (We understand that items sometimes get lost or broken and will allow reasonable time for repair or replacement – parents should provide a note in such instances)
- Pupils will be asked to remove non-compliant items if possible and parents may be contacted to bring missing uniform items into school if necessary.
- Repetition of the same uniform breach will result in a 'Red Card' break time detention being issued by the form tutor – reasonable time to replace any lost/ broken items will be allowed.
- The Head of Learning will make home contact to discuss any ongoing uniform breaches and the school will support families in overcoming any barriers to the wearing of correct uniform.
- Pupils refusing to remove non-uniform items of clothing and/ or jewellery will be placed in the Ready to Learn room pending discussion with home to resolve the situation.