



Howardian Primary School
School Uniform and Appearance Policy
September 2025

Introduction

The Governing Body at Howardian Primary School fully supports the Welsh Government's Guidance on School Uniform and Appearance document:

'School uniform and appearance: policy guidance for governing bodies (WG23-17)'

(Issues to consider when implementing or changing school uniform and appearance policies).

(First published: 26 January 2022 Last updated: 2nd May 2023)

"The Welsh Government strongly encourages all governing bodies to have a school uniform, and to develop a uniform policy after consultation with parents, pupils and relevant local or faith communities. Properly developed and appropriately implemented, a school uniform can:

- *provide a sense of identity, community and cohesion within the school*
- *support positive behaviour and school discipline*
- *ensure pupils dress appropriately for learning activity*
- *remove peer pressure to dress in particular fashions*
- *enable pupils of all backgrounds to share in a common identity which embraces their particular requirements*
- *help reduce inequalities between pupils and help reduce some triggers for bullying*
- *benefit safeguarding and attendance policies through helping to identify truants*
- *assist identification of strangers on school premises*
- *support and promote the ethos of the school"*

The purpose of this policy at Howardian Primary School is to support the development of a School Uniform and Appearance policy which is sensitive to the needs of and beliefs of the whole community. As a school, our intention is to act fairly and reasonably, bearing in mind our duties under the Human Rights Act 1998 and antidiscrimination legislation. It is our school policy that all children wear school uniform and PE kit as outlined in the School Prospectus and we encourage them to do so when attending school or when participating in a school-organised event outside normal school hours.

This policy lays out the measures the school has taken to ensure a consistent, fair and inclusive uniform policy, and to implement a uniform that reflects the needs of all pupils, is affordable, and provides the best value for money for both the school and pupils' families. We believe that pupils learn most effectively and achieve their best outcomes when they are comfortable, able to be themselves, and dressed in a way that sets an appropriate tone for education.

General Uniform

- ✓ Grey/black trousers, shorts, skirt or pinafore

- ✓ Yellow polo shirt
- ✓ Purple jumper, cardigan or fleece
- ✓ Yellow or purple gingham dress
- ✓ Black shoes
- ✓ Year 6: Purple Leavers' Hoodie (optional - these are available to order when children are in Year 5)

PE Kit

- ✓ Purple T-shirt
- ✓ Black shorts/joggers/leggings
- ✓ trainers

Parents/Carers can purchase the uniform from:

YC Sports, 86-90 Crwys Road, Cathays, Cardiff, CF24 4NP

The same colours of clothing (unbranded) can be purchased elsewhere should parents/carers wish to do so (e.g. large supermarkets).

We kindly ask that all clothes and personal objects are labelled with your child's name so that they can be returned to the rightful owner if they are lost.

Jewellery

On health and safety grounds we advise that children do not wear jewellery in our school. If a child has their ears pierced, we request that they wear stud (not dangling) earrings.

Hairstyles and Headwear

The school reserves the right to make a judgement on whether a pupil's hairstyle, hair colour or headwear is inappropriate for the school environment, however, the school will ensure that any such judgements do not discriminate against any pupil by virtue of their protected characteristics. Each individual pupil's scenario will be considered where any judgements on appropriateness are to be made, and parents/carers will always have the freedom to complain via the school's Complaints Policy. Pupils with long hair must ensure that this does not impede their vision, cover their face, or cause a health and safety risk. Long hair must be tied up during practical lessons (e.g. during PE).

The following hairstyles, hair colours and headwear are not considered appropriate for school:

- Brightly-coloured dyed hair;
- Excessive hair accessories;
- Headwear featuring inappropriate words or images;
- Rude or offensive designs in hairstyles.

Make up

We prefer that children do not wear makeup to school, unless for the purpose of a 'fancy

dress' event (e.g. Comic Relief)

Footwear

The school wants all children to grow into healthy adults. Due to the active nature of school life and for health and safety reasons, it is inappropriate for children to wear shoes that have platform soles or high heels, flip flops, espadrilles, crocs, jelly shoes etc. so we do not allow children to wear such shoes in our school. If a parent/carer feels that such footwear needs to be worn by their child at any time, we ask that they contact the school to discuss this.

Extreme weather conditions

Both in respect of affordability and practicality, the school takes a sensible, flexible approach to basic uniform requirements during very hot or cold weather, such as temporarily relaxing policies to ensure that pupils are comfortable in their learning environment. For example, allowing pupils to wear their PE kits in very hot weather.

Adaptations to School Uniform

It is important that our School Uniform and Appearance Policy is inclusive and does not restrict the participation of any child.

The Governing Body will consider carefully requests made to vary policies in order to meet the needs of some children and young people, particularly children who might have specific needs.

Human Rights, Equality, Discrimination and Anti-Bullying considerations

Our Governing body has regard to their obligations under the Human Rights Act 1998 and the Equality Act 2010 when developing or reviewing the School Uniform and Appearance policy, so as to ensure that they do not discriminate unlawfully on the grounds of sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and disability. The Equality Act 2010 does not deal specifically with school uniform or other aspects of appearance, but the general requirement not to discriminate in the treatment of pupils applies here as in relation to other aspects of school policy.

Our Governing Body will ensure that when a School Uniform or Appearance policy is drawn up, modified or operated, grounds are not created for bullying. Regard should be had to the Welsh Government's anti-bullying guidance and the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015.

Discrimination on the grounds of race or religious belief

Our Governing body will consider our Uniform and Appearance policy in the context of our Racial Equality policy and our obligation to promote equality of opportunity between pupils of different ethnic minority groups or different religious beliefs; and the requirement to assess the impact of school policies on pupils from different ethnic minority groups or with different religious beliefs, ensuring that the school meets the needs of all pupils to accommodate their race, religion or belief.

Disability discrimination

This policy will ensure that school uniform and appearance policies do not disadvantage disabled pupils in comparison to pupils who are not disabled. Issues for consideration include the practicality of policies and whether reasonable adjustments can be made to accommodate disabled pupils' requirements.

Sex and gender identity discrimination

The governing body will state the composition of its school uniform and ensure an inclusive school uniform policy that does not discriminate on the basis of sex or gender identity.

If there are any differences in the school uniform and appearance policies between sexes/genders, these should be justified and clearly stated in the policy. One ground for justification might be that a certain religion lays down different dress and appearance codes for different sexes. Failure to respect such codes could amount to race discrimination or a breach of human rights. For example, where differences in dress requirements don't have significantly more detrimental effects on one sex/gender or the other, they are unlikely to be regarded as discriminatory but it might be unlawful if, for example, the uniform was considerably more expensive for girls than for boys.

School will consider whether flexibility is needed in relation to uniform to meet the needs of a pupil who is undergoing gender reassignment. Failure to allow a pupil to wear uniform that reflects their gender identity may constitute discrimination on the basis of gender reassignment under the Equality Act 2010.

The Equality Act 2010 does not deal specifically with school uniform or other aspects of appearance, but the general requirement not to discriminate in the treatment of pupils applies here as in relation to other aspects of school policy.

The United Nations Convention on the Rights of the Child

The Governing body also upholds the principles of the United Nations Convention on the Rights of the Child. Rights of the Child Articles 2, 12, and 13 have particular relevance to this policy.

Cost of school uniform and affordability

The school is mindful of the following Welsh Government's considerations around the cost of school uniform:

- Schools should only stipulate basic items and colours (but not styles) so that items can be bought from multiple retail suppliers at reasonable prices and not just from one authorised supplier
- Avoid high cost items such as blazers and caps
- Avoid variation in colours and style for different year groups as this is expensive for parents and limits the scope for second-hand sale or handing on to siblings
- Have easily washable items: dry clean only items should be avoided

- Limit the frequency of uniform changes as this can be costly for parents and limits the scope for re-sale or handing on to siblings or other pupils
- Consider the cost and availability of non-standard sizes
- If there is a change to a school uniform policy, introduce a transitional period so that old uniforms can be worn for at least a year or until outgrown before a total changeover to a new uniform and consider if items of the old uniform can be retained in the new policy
- School governing bodies who stipulate or who are considering different uniforms for summer and winter should consider whether it is proportionate and justifiable to do so. School uniforms should be as economical as possible and summer uniforms are only worn for a matter of weeks. For example, governing bodies could consider trousers for students in the winter or periods of very cold weather, shorts in the summer or during periods of very hot weather and students not having to wear woollen tights in warm weather

Handing on pre-worn uniforms is also encouraged and we also have a uniform ‘recycling’ shed at the front of the school, situated in our loading bay, from which parents and carers are most welcome to help themselves to items of uniform whenever they are needed. Contributions of good quality, used uniform are also gratefully received for this purpose.

Financial Assistance – The School Essentials Grant

The Welsh Government recognises that some parents face financial hardship from the costs of purchasing school uniforms for their children. The Welsh Government also believes that the financial support parents receive towards the cost of school uniform should not be a barrier to learning. The School Essentials Grant (formerly called PDG Access) was launched in 2018. The purpose of the grant is to provide financial assistance to eligible families on lower incomes for the purchase of:

- School uniform including coats and shoes
- School sports kit including footwear
- IT Equipment: laptop and tablets only (the School Essentials Grant should only be used in a limited situation, where a school is unable to loan equipment to the family)
- Uniform for enrichment activities, including but not limited to, scouts; guides; cadets; martial arts; sports; performing arts or dance
- Equipment, for example, school bags and stationery
- Specialist equipment where new curriculum activities begin such as design and technology
- Equipment for out of school hour’s trips such as outdoor learning, for example, waterproofs

This is not an exhaustive list and discretion will be required using local knowledge, within the parameters of the principles of the Scheme, especially in relation to enrichment activities, specialist equipment and equipment for out of hours trips.

The grant scheme is being administered by Local Authorities on behalf of the Welsh Government.

The latest information on the School Essentials Grant, and eligibility, can be found on the School Essentials Grant webpage.

Roles and responsibilities

Governing Body

The governing body is responsible for:

- Establishing, in consultation with the Headteacher and school community, a practical and smart school uniform that accurately reflects the school's vision and values;
- Ensuring that the school's uniform is accessible, inclusive, and does not disadvantage any pupil because of their protected characteristics or socio-economic status;
- Listening to the opinions and wishes of parents/carers, pupils and the wider school community regarding changes to the school's uniform;
 - Ensuring that the school's uniform is accessible and affordable;
- Ensuring compliance with Welsh Government guidance 'School uniform and appearance: policy guidance for governing bodies (WG21-17)

Headteacher

The Headteacher is responsible for:

- Enforcing the school's uniform rules on a day-to-day basis;
- Ensuring that staff understand this policy and what to do if a pupil is in breach of the policy;
- Listening to the opinions and wishes of the school community in regard to the school's uniform and making appropriate recommendations to the governing body;
- Signposting financial assistance to support the purchase of uniforms.

Staff

Staff are responsible for:

- Ensuring that pupils dress in accordance with this policy at all times;
- Ensuring that pupils understand why having a consistent and practical school uniform is important, e.g. school identity.

Parents and Carers

Parents and carers are responsible for:

- Providing their children with the correct school uniform as detailed in this policy;
- Informing the Headteacher if their child requires an exemption to the uniform rules for a period of time, with a reason why;
- Ensuring that their child's uniform is clean, presentable and the correct size, and that items are clearly labelled with their child's name.

Pupils

Pupils are responsible for:

- Wearing the correct uniform at all times, unless the Headteacher has granted an exemption;
- Looking after their uniform as appropriate;
- Understanding and respecting why a school uniform is important to the school, e.g. school identity and community.