

LLISWERRY HIGH SCHOOL



SCHOOL UNIFORM POLICY

Owner:	J Fitzgerald
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1.0 Uniform and Appearance

1.1 School uniform is compulsory and Lliswerry High School expects all learners to attend school dressed smartly in correct uniform at all times. By continually reinforcing our high standards of uniform and appearance, we aim to prepare our learners for the world of work in line with the school mission.

Our mission is to be the best school in Wales.

In our school community, all learners are ready to learn and make progress appropriate to their ability in every lesson.

We embody a culture of inclusivity, ambition, belief, determination and resilience.

Through our learner led, creative and engaging curriculum all of our learners are:

- *Ambitious, capable learners ready to learn throughout their lives*
- *Enterprising, creative contributors ready to play a full part in life and work*
- *Ethical, informed citizens of Wales and the world*
- *Healthy confident individuals, ready to lead fulfilling lives as valued members of society.*

These goals underpin our shared common purpose of preparing our learners for a successful future.

The way we look very much reflects the ethos and culture of the school; wearing uniform correctly, smartly and with pride reinforces the culture of high expectations in every aspect of Lliswerry school life.

1.2 The school policy reflects the Welsh Government's view that when 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

1.3 This policy has been created to support families in ensuring that all learners arrive in school with the correct uniform; wearing it smartly by outlining our high expectations. Our intention is to provide flexibility and comfort for learners but not at the undue expense of families; to this end we have ensured that our uniform is affordable yet of the highest quality. Items with the school logo are available to buy at AJP Embroidery & Sportswear . We will be providing a free of charge logo service for polo shirts, hoodies, sweatshirts and zip up jackets to ensure affordability for families.

1.4 The school policy follows the Statutory Guidance on School Uniform and Appearance. The statutory guidance can be found here:

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

1.5 Following a period of consultation with learners, parents, carers, staff, the wider school community and governors and from our careful review of “School Uniform and Appearance: Policy Guidance for Governing Bodies” our school uniform, from September 2024 is gender neutral and will comprise of;

Years 7 – 11

- Black **knee length skirt** or longer (no logos)
- Black full length, tailored trousers – **NO LEGGINGS** (no logos)
- Black knee length tailored or jersey shorts (no logos) – these can be worn at any time
- Black cotton, cuffed joggers (no logos)
- Black or white socks (no logos)
- Black tights
- Pale blue shirt **with school tie**
- Pale blue polo shirt **with school logo**
- Black blazer **with school logo**
- Black V neck knitted jumper **with school logo**
- Black cardigan
- Black hoodie **with school logo**
- Black sweatshirt **with school logo**
- Black zip up jacket **with school logo**
- Completely black footwear (no high heels or boots)



Year 12 and 13

- Black **knee length skirt** or longer (no logos)
- Black full length, tailored trousers – **NO LEGGINGS** (no logos)
- Black knee length tailored or jersey shorts (no logos) – these can be worn at any time
- Black cotton, cuffed joggers (no logos)
- Black or white socks (no logos)
- Black tights
- White shirt **with post 16 school tie**
- White polo shirt **with school logo**
- Black blazer **with school logo**
- Black V neck knitted jumper **with school logo**
- Black cardigan
- Black hoodie **with school logo**
- Black sweatshirt **with school logo**
- Black zip up jacket **with school logo**
- Completely black footwear (no high heels or boots)
- Maroon hoodie with school logo (to be confirmed)

PE Kit Options (available from AJP Embroidery & Sportswear)

- Blue polo shirt or blue T-Shirt (with school logo)
- Blue skort (netball team) (with school logo)
- Blue shorts (football team) (with school logo)
- Blue Leggings (with school logo)
- Blue Socks
- Hoodie(optional) (with school logo)
- Sports trainers for all PE and Games lessons
- Studded boots for outdoor Games lessons (Football and Rugby)
- Towel (optional) for use if using shower facilities
- Carrier bag (optional) to place dirty/muddy/wet clothing inside

NB netball team must have the skort; football team must have the shorts.



1.7 In addition to setting out exactly what the uniform is, it is important that parents/carers and learners are given specific guidance on how we expect this uniform to be worn and specifically what items of clothing are not acceptable. **Please see section 4.0 detailing unacceptable items of uniform.**

1.8 The school requests that all stakeholders pay careful attention to our high expectations and how we can all play a part in reinforcing such high expectations with our young people to ensure that Lliswerry learners wear their uniform with a strong sense of pride. Staff will reinforce these expectations with learners and this is how we expect learners to leave home in the morning and arrive home at the end of the day.

1.9 Learners can wear any colour coat but please note that non-school hoodies and **denim/leather jackets are not acceptable as coats**, and learners will be asked to remove them if worn. **Please note that any removed items will be confiscated until the end of the day and the parent/carer emailed to notify them of this.**

1.10 Jewellery must be unobtrusive and not detract from the school uniform.

Approved	Not Approved
<ul style="list-style-type: none"> • Simple plain rings • One necklace worn under shirt or blouse • 1 pair of ear studs no larger than the earlobe • 1 small nose stud – not wider than 3mm • 1 thin bracelet 	<ul style="list-style-type: none"> • Large rings • Dangling earrings • Studs larger than the ear lobe • Bars or other forms of body piercing • Excessive amounts of jewellery • Multiple bracelets

If learners do wear jewellery which is not approved, they will be asked to remove it. It may also be confiscated and returned at the end of the school day if they continue to wear it after being asked to remove it. All jewellery must be removed for lessons where it would be a health and safety hazard, such as PE and Design Technology.

Only a small single nose stud **is permitted** as other facial piercings may place the learner at risk of serious injury. If a learner is sent to school with piercings they will be asked to remove them. Failure to do so will result in the learner being isolated from their normal timetabled lessons until such piercings are removed. Learners are responsible for any jewellery which they bring to school. **The school does not accept responsibility for any confiscated, lost or stolen items.**

1.11 Should a learner arrive at school incorrectly dressed in the morning, a member of the wellbeing team will speak to them and will either: provide alternative uniform (if we have some available) or, contact a parent/carer to bring the correct uniform to the school. The learner will remain in our inclusion room until the correct uniform can be worn.

1.12 We have our own preloved uniform shop and therefore, should a parent wish to purchase pre-loved uniform they would be most welcome. Please contact the school to arrange a time to come and look at what we have available admin@lliswerryhigh.org.

If any families are able to donate washed pre-loved uniform to our swap shop we would be very grateful. Donations can be dropped off at main reception at any time. We also use this pre-loved uniform to support learners who arrive to school in the incorrect uniform.

2.0 Sanctions for Incorrect Uniform

2.1 Should there be a very good reason why learners are not equipped with the correct uniform on a given day, parents/carers must communicate this to the school and the school will determine how this is resolved.

When a parent/carer has informed us of an issue, the learner will not be sent to the inclusion room and will be given a blue slip. Parents will be expected to rectify the situation in a reasonable period of time of **no more than one week**. If the issue persists longer than that time, it will be dealt with as per the information in point 1.11. Additionally, when problems occur repeatedly, a meeting to discuss concerns will be arranged with the parent/carer and the Head of Year.

3.0 Additional Guidance

3.1 Labelling Clothing

With 1100 learners at school, it is important that families label the uniform. Through human error, things will occasionally be misplaced, so having a label clearly identifying the name of the learner will help minimise the risk of loss.

3.2 Trousers

The only trousers which are acceptable are full length and tailored; therefore, denim, corduroy, chino, linen, tapered, skinny jean style, jeggings, leggings or skin-tight trousers are not permitted.

3.5 Make-up

We do not encourage learners to wear make-up to school. However, if make-up is worn, it must be subtle and discrete. Excessive or brightly-coloured make-up is not acceptable. Learners are able to wear subtle (not bright) nail polish to school, but **excessively long nails are not permitted** due to the health and safety risks associated with them.

3.6 Headgear

Hats and other headgear must not be worn indoors. They should only be worn outside to keep the head warm during the winter or to protect from the sun in the summer. Cultural headwear must be black.

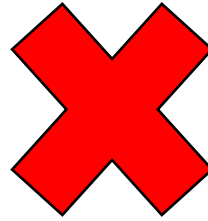
3.7 Hairstyles

Learners can choose their hairstyle and must be of a natural colour e.g. pink, blue, purple etc. is not permitted

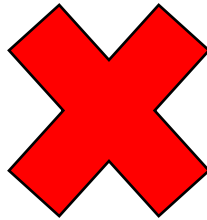
4.0 Examples of non-appropriate uniform

4.1 Non-regulation school skirts

- Skirts must knee length or longer
- No large belts

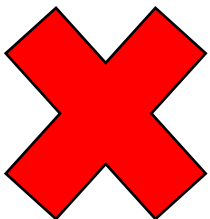


4.2 Skinny/skin tight trousers or jeans



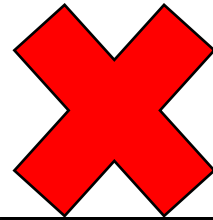
4.3 Leggings

- no leggings are permitted (except in PE lessons)



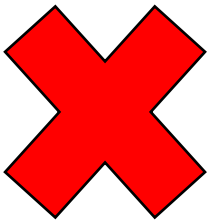
4.4 Hoodies

- Only a black hoodie with the school logo can be worn



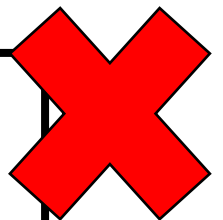
4.5 Dresses

- Dresses cannot be worn over the shirt and tie or the polo shirt



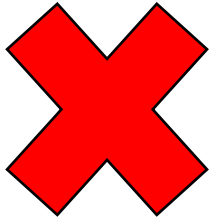
4.5 Vests/T shirts

- Vests and T shirts cannot be worn over the shirt and tie or the polo shirt



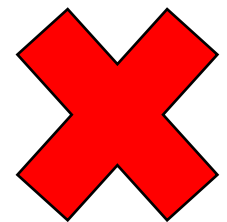
4.6 Denim Jackets

- These are not permitted to be worn as a coat

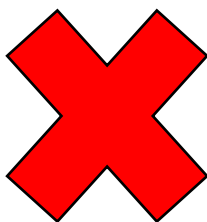


4.7 Leather jackets

- These are not permitted to be worn as a coat



Trainers - which are not all black (all footwear should be entirely black)



Non-stud jewellery (only stud jewellery is permitted), no large chains or necklaces



5.0 The Halo Code

Our school champions the right of staff and learners to embrace all Afro-hairstyles. We acknowledge that Afro-textured hair is an important part of our Black staff and learners' 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 the diverse identities of and staff and learners. 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.

6.0 Policies Equality Statement

At Lliswerry High School, we serve a diverse community and take account of a wide range of needs. In accordance with the Equality Act (2010), our policies and learning and teaching strategies fulfil our duty to serve people according to their needs and promote equality. In order to embed fairness in all aspects of school life, we take account of equality as we formulate, develop and update school policies and plans.

Our mission and values promote inclusivity and equality and tackle discrimination. We have high expectations for all our pupils and staff. Our equality statement is guided by core principles:

- All learners are of equal value;
- We recognise and respect difference;
- We foster positive attitudes and relationships and a shared sense of community and belonging;
- We observe good practice in recruitment, retention and staff development;
- We aim to reduce and challenge barriers to equality at every opportunity.

7.0 School Essentials Grant

Children whose families are on lower incomes and qualify for certain benefits can apply for a grant of:

- £125 per learner
- £200 for learners entering year 7 (to help with increased costs associated with starting secondary school)
- All compulsory school years from reception to year 11 (or equivalent) are now eligible.
- All looked after children qualify for the grant, whether they receive free school meals or not. Learners who receive free school meals due to transitional protection arrangements do not qualify.
- Families are only entitled to claim once per child, per school year.
- The 2023 to 2024 scheme closed on 31 May 2024 and is no longer taking applications.
- The new grant scheme will open on 1 July 2024.

For further information on eligibility or the application process, please contact your local authority directly.

Appendix 1 – Equality Impact Assessment

Equality Impact Assessments focus on fairness, access and inclusion. They help us to consider a policy, service or process in terms of how it might affect different groups protected in law.

We need to ensure that all our strategies, policies, services and functions, both current and proposed, give proper consideration and due regard to the needs of diverse groups in order to:

- eliminate discrimination;
- advance equality of opportunity and access; and
- foster good relations between different groups in the community.

The Public Sector Equality Duty contained in section 149 of the Equality Act 2010 requires public authorities to have due regard to a number of equality considerations when exercising their functions.

EIAs should be carried out prior to implementing a policy, with a view to identifying its potential impact on equality.

They are not required by law, but are a way of facilitating and evidencing compliance with the Public Sector Equality Duty

Organisation / Department: <ul style="list-style-type: none">• Lliswerry High School
People carrying out the assessment (name and role): <ul style="list-style-type: none">• Julia Fitzgerald (Headteacher) with the support of the Governing Body.
Policy, service or process being assessed: <ul style="list-style-type: none">• Uniform Policy
What is the purpose of the policy, service or process being assessed? What does the organisation do to achieve that purpose? What are the outcomes and / or products of the policy, service or process? 1.1 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: <ul style="list-style-type: none">• 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 See Welsh Government guidance

What existing sources of information will inform your EIA? Include expertise within the team.

Documentation used as part of EIA;

- [Welsh Government Guidance](#)
- [The Equality Act 2010](#)
- [The Human Rights Act 1988](#)
- [Preventing hair discrimination in schools](#)
- [The Halo code](#)

Alongside these documents we have held an extensive consultation across all stakeholders including with groups of learners with protected characteristics.

Protected characteristic	Current inclusive practice	Changes required
Age	Uniform provides a range of options that are suitable for ages 11-18	None
Disability	Uniform options provide flexibility to support learners with specific ALN needs	None
Gender reassignment	All uniform options are gender neutral	None
Marriage and civil partnerships	N/A – marriage/civil partnerships are not legal for children under 18	
Race	All uniform options are considerate of race and do not discriminate. We have specifically considered the Halo code in respect of hair discrimination	None
Religion or belief	Religious practices regarding clothing have been considered in developing the policy and can be worn in line with the policy. The school gives wide latitude to religion or beliefs so that pupils can lawfully express themselves.	None
Sex	All uniform options can be worn by either gender, no differences and is therefore gender neutral.	None
Sexual Orientation	All uniform options are neutral as to the sexual orientation of pupils.	None
Pregnancy and maternity	Uniform options can be adapted for maternity needs and discretion will be applied to the extent that it is required.	None

As is set out above, the School:

- Has had regard to affordability access and availability when preparing this policy.
- Ensured that each item of uniform is gender neutral.
- Allows for the uniform to be worn at any time of the year to account for the weather conditions.
- Allow for a free logo stitching service.
- Have allowed for the use of a blazer as optional and if pupils wish to wear it. We have considered that these are high cost items and so have ensured that these are not compulsory but a choice.

The School has carried out full consultation with:

- Learners
- Parents
- Teachers & Staff
- Governing Body

In preparing the policy, we have been conscious in being inclusive and not indirectly or directly discriminatory on any of the protected characteristics.