

School Uniform and Pupil Appearance



King Henry VIII 3-19 School Ysgol 3-19 Brenin Harri'r VIII

We believe in the limitless capacity for everyone to achieve great things.

Effective from: September 2023

Approved by Governors: September 2023

Reviewed by Governors: May 2024, April 2026

Next Review Due: April 2028

Rationale

Uniform is an important part of a school's identity. It reinforces who we are as a community and helps pupils feel pride in their school. Furthermore, wearing uniform ensures pupils are not put under any pressure because of the type of clothes they wear, and all are treated equally.

King Henry VIII 3-19 School recognises, in line with Welsh Government statutory guidance, that a school uniform can:

- Provide a sense of identity, community and cohesion within the school;
- Support positive behaviour;
- Ensure pupils dress appropriately for learning activity;
- Ensure clothing does not create health and safety issues in school, including as pupils complete their learning
- 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; and
- Support and promote the ethos of the school.

Statutory and Legal Aspects of Uniform and Appearance Policies

As part of its responsibility for the conduct of the school, a governing body can specify a uniform which pupils are required to wear and other rules relating to appearance.

The Education and Inspections Act 2006 places a duty on governing bodies to promote good behaviour in schools and this can partly be achieved by ensuring pupils wear an appropriate uniform. Under this Act, the Governing Body and Head teacher may determine measures to ensure that adherence to the uniform expectations by pupils and these measures are published to parents, pupils, and teachers in the form of this written document.

This policy has been written in line with the Welsh Government's Anti-Bullying Guidance, so that it promotes equality and equity and ensures students, regardless of circumstances, are safeguarded.

King Henry VIII 3-19 School Uniform

School uniform is compulsory for all pupils up until Year 11 and must be worn on the way to and from school as well as on the school site. Our school uniform is gender-neutral.

Lower Phase (Nursery)	Lower Phase (Years R-4)	Middle Phase (Years 5-8)	Upper Phase (Years 9-11)
		Black Blazer	Black Blazer
White polo shirt	White polo shirt	White long or short sleeved shirt or white blouse with collar	White long or short sleeved shirt or white blouse with collar

		King Henry VIII 3-19 School tie	King Henry VIII 3-19 School tie
Bottle Green School Sweatshirt or Cardigan	Bottle Green School Sweatshirt or Cardigan	Bottle Green V-Neck School Jumper (optional)	Bottle Green V-Neck School Jumper (optional)
Black jogging bottoms	Smart black school skirt / trousers / shorts	Smart black school skirt / trousers / shorts	Smart black school skirt / trousers / shorts
	Plain black socks or tights	Plain black socks or tights	Plain black socks or tights
	Plain black school shoes (leather or leather look)	Plain black school shoes (leather or leather look)	Plain black school shoes (leather or leather look)

School skirts, trousers, and shorts must be smart and black. This means that leggings, skinny trousers, football/Lycra shorts, and Lycra/Jersey skirts are not allowed as part of this uniform policy. Skirts must be knee length. Beyond this, there is no specific style required. Please see Appendix B for pictures and links to skirts, trousers, and shorts that can and cannot be worn.

Senior Phase pupils do not currently have a specific uniform, however there is an expectation for all Senior Phase pupils to wear photo ID for safeguarding purposes. Senior Phase pupils must wear attire that reflects their position in our school as role models. Therefore, attire with offensive words or slogans is not permitted.

Physical Education – PE Kits

The King Henry VIII 3-19 School PE Kit is as follows:

- Bottle Green T-shirt
- Plain black sports shorts, leggings, or jogging bottoms.
- Trainers suitable for sporting activity
- Plain white socks
- Plain black Rugby socks
- Swimming shorts (any colour/design) or one-piece swimming costume (any colour/design). Pupils may also wear a T-shirt whilst swimming (any colour/design).

On occasion pupils will be unable to take a full active part in a lesson for medical reasons. In these instances, PE staff make reasonable adjustments to ensure the inclusion of the pupil, in accordance with the medical information. These pupils will still be required to wear their PE kits to make part in the amended activity.

Pupils will be required to bring in their PE kit if they have a valid reason for not taking part in swimming.

Equality issues

The school uniform and appearance policy is fully compliant with statutory equality guidance and does not discriminate on the grounds of sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and disability. The uniform and appearance policy is fully compliant with the Equality Act 2000. The school and Governing Body will consider any request to vary this policy to meet the needs of a pupil to accommodate their

religion or belief. The policy recognises the differing financial backgrounds of families and the school actively supports families with any financial concerns.

Cost of school uniform and affordability

The school has taken a number of measures to ensure uniform is affordable for all:

- Parents and carers are able to buy all items from a number of different suppliers including supermarkets.
- There is no requirement to buy branded items. Iron on/sew on badges can be used for the blazers and jumpers.
- PE kit items do not need to be branded with the school logo.

The school will support any family who are having difficulty in purchasing uniform through appropriate funds and staff will ensure they identify these families in a discreet, considerate and careful manner. Further information about accessing grants for school uniform can be found in Appendix A.

Uniform supplier

There are no requirements for parents and carers to buy branded items. There is also not a requirement to buy items from a particular or preferred supplier.

Parents and carers who wish to purchase items pre-branded can do so from Reflex Embroidery, details are on the school website. The other uniform items are also available from this supplier.

Pupil appearance

- Hoodies are not allowed in school.
- Pupils can wear natural colour make-up and not any other make-up. Pupils are not allowed to wear false nails.

Welsh Government School Uniform and Appearance Guidance

In May 2023, Welsh Government updated their statutory guidance regarding school uniform and appearance policies. The below explains how this school uniform policy meets this guidance:

Welsh Uniform Guidance	King Henry VIII 3-19 School Uniform
High priority should be given to affordability	School uniform items are available from supermarkets etc. Iron on/sew on badges can be used for blazers and jumpers.
Branded items should not be compulsory	Iron on/sew on badges can be used for the blazers and jumpers, meaning there is no requirement to buy branded items.

	Blazers and jumpers are available to purchase from a range of supermarkets/suppliers without branding. Pre-branded items are available from the school's uniform supplier but this is not compulsory.
Items to be available from multiple retail suppliers.	Items available from supermarkets/multiple suppliers (in addition to uniform supplier)
Avoid variation in colours/styles for different year groups	There are no variations in colours/styles for different year groups.
Consider feasibility of aligning uniform with primary	Trousers/socks/tights/shoes – aligned throughout all year groups in this all-age school. Year 5 upwards have the same uniform.
Schools should not profit from uniform sales	No profit is made. School provides badges to predecessor school pupils free of charge
Avoid single supplier contracts	Items available from supermarkets etc. No school contracts with suppliers. School has a uniform supplier as one option for parents and carers.
Be flexible in requirements for coats so they are suitable for outside school	The school provides no specific requirements for coats. Reflective elements (for safety) are advised.

Health and Safety

Health and safety requirements may permit different uniform expectations for different lessons and activities, for example long hair may be required to be tied up for Science and Technology lessons, and jewellery and watches removed in PE lessons. Where there is a need for protective equipment to be worn in school, for example goggles in Science lessons, these will be provided by the school and all pupils are expected to wear the equipment provided.

Medical Issues

The school fully understands that there may be occasions when pupils need to wear uniform that differs from this policy for medical reasons. In these instances, parents and carers are asked to contact their Wellbeing Leader to discuss the issue. A letter from a medical professional may be required by the school.

Extreme Weather

In extreme weather cases, it may be necessary to change the requirements of this policy. In these instances, the school will contact parents and carers via the school's communication platforms, e.g. InTouch, Twitter and the school website, to update on any changes to uniform. For example, different footwear if the school site is affected by snow.

Any decision to modify the uniform due to weather will only be made by the Head teacher.

If a pupil needs to wear a different uniform item on their way to and from school due to a weather event, they should change into appropriate uniform once in school.

Non-compliance with school uniform and appearance policies

The Governing Body and Head teacher have decided on what action to take when pupils infringe a school's uniform and appearance policy and can sanction pupils for breach of the school's uniform and appearance policy.

Pupils are only allowed to wear items on the uniform list. This is so they feel fully part of the King Henry VIII 3-19 School community, so they are smart and ready to learn, and to foster a sense of belonging.

Secondary Phase pupils who arrive to school without the correct uniform

Form tutors and class teachers will monitor if pupils have the correct uniform. Staff will respond to pupils who have incorrect uniform by reminding them of what is required and why it is important. Parents and carers will also be contacted on the same day. Pupils in Years 7-11 without the correct uniform will receive an educational lunchtime detention.

Hoodies and other jumpers are not allowed in school. Hoodies and other items not on the uniform list will be removed as appropriate by school staff and handed to the office for pupils to collect at the end of the school day.

Pupils are required to bring the correct PE kit to every PE lesson. This is to ensure that they are fully ready to learn and so that their progress is not hindered. It also ensures that the required levels of hygiene are met.

The school will take time to establish the reasons for a pupil not meeting uniform expectations and where necessary seek to work with parents and carers to resolve any issues that may have led to a pupil not meeting these expectations. The school also realises that a parent or carer may not be able to immediately source a new item of uniform due to time or financial pressures and will support these families accordingly.

Where pupils have the correct uniform, but choose not to wear it, the school will follow the steps below. Parents and carers will be fully informed.

- Ask parents and carers to bring the pupil's school uniform into school.
- Organise for the pupil to learn separate to their class until their uniform is brought in.
- Organise pupils to go home to change their clothes with parental consent. This will be for no longer than necessary to effect the change of clothing. The pupil would be expected to return to school immediately after their clothes had been changed. Failure to do so would amount to an unauthorised absence.
- Place a pupil in the Relocation Room in cases where all other avenues for resolving the uniform issue have been exhausted.

Appendix A - Financial assistance

The school will work with parents and carers on an individual and discrete basis if financial assistance is needed to purchase uniform. The school holds a stock of uniform for pupils to borrow and makes use of schemes in which pre-loved uniform can be made available for pupils. Parents or carers should contact the Wellbeing Team for further information and can rest assured any correspondence will be held in the strictest confidence.

The school runs a scheme in which pre-loved uniform can be donated back to the school and made available to parents and carers in order to reduce uniform costs. Full details can be discussed with the Wellbeing Team.

The Head teacher's Foundation Governors grant may be used to support parents and carers in purchasing uniform. If parents and carers are facing difficulties in purchasing uniform, they should write to the Head teacher or speak to their child's Wellbeing Leader requesting support.

Parents and carers of pupils entitled to Free School Meals may be entitled to a grant to assist with the costs of uniform and school essentials. Please [click here](#) to apply. Alternatively, you can phone Monmouthshire County Council Customer Care: 01633 644644.

Appendix B – Skirts, Trousers, and Shorts

These are links to skirts, trousers, and shorts, that can be purchased. These can also be purchased from other suppliers.

Skirts	ASDA	M&S	NEXT
Trousers	ASDA	M&S	NEXT
Shorts	ASDA	M&S	NEXT

Pictures of skirts, trousers, and shorts that can be worn in school:

