



*If you can dream it...*  
Ysgol Bae Baglan

# Ysgol Bae Baglan

## Uniform Policy

MONITORING AND EVALUATION OF POLICY

Date passed by Governing Body: 3/12/25

Chairman.....*E.V. Llanam*.....

## Policy Context and Legal Framework

This policy has been developed in line with Welsh Government guidance on *School Uniform and Appearance Policies (2019)*, the Curriculum for Wales principles of inclusion, and the Equality Act 2010.

It also reflects duties under *Keeping Learners Safe (2023)* to promote the welfare of pupils and protect them from stigma or discrimination.

The school's Governing Body is responsible for setting and reviewing uniform expectations and for ensuring they are:

- Affordable and accessible to all families.
- Non-discriminatory, making reasonable adjustments for pupils with protected characteristics or additional needs.
- Supportive of learner wellbeing and belonging; and
- Implemented fairly through consistent communication and restorative practice.

This policy should be read alongside:

- The **Discipline for Learning Policy**
- The **Attendance Policy**
- The **ALN Policy**

### Why Uniform Matters at Ysgol Bae Baglan

At Ysgol Bae Baglan, uniform is about **belonging, fairness and pride**. It helps every learner feel **ready** for learning, **respectful** of one another, and **safe** within a shared identity. A clear, affordable uniform:

- reduces stigma and competition over clothes.
- signals readiness, calm and professionalism around the site and in the community.
- supports safeguarding by making pupils readily identifiable.
- strengthens a culture where **small things make a big difference** to behaviour, attitude and effort.

We recognise individuality and will always treat pupils with dignity. **This policy is not about policing bodies or fashion**—it is about creating the conditions where everyone can belong and learn well.

**Ready** – Wearing the correct uniform helps pupils start the day prepared, calm, and focused on learning.

**Respectful** – A consistent uniform shows respect for one another, reduces stigma, and supports a sense of belonging.

**Safe** – Clear expectations help staff identify pupils quickly on site and respond to any safety concerns with confidence.

### NPT School Essentials Grant

Parents may be eligible for a grant to help with the purchase of school uniform and equipment for their child if they are on a low income. Search for “NPT school essentials grant” online to complete the application.

## What Pupils Wear in Primary Phase

- Crew neck sweatshirt or cardigan with school badge
- White Polo shirt.
- Plain black / grey trousers or black / grey jogging bottoms.
- Skirt / pinafore Black or grey

All outerwear, including hoodies, must be removed when indoors. In the last summer half term pupils may wear gingham style dresses, lilac and white in colour or black shorts.

For Primary Phase PE

- Purple T-shirt
- Black shorts, skorts or jogging bottoms

In Years 5 and 6 PE

- School’s PE top,
- School’s shorts or skort

*Items from Sportec for primary phase:*

Crew neck sweatshirt, cardigan, School’s PE top, School’s shorts and skort

External wear zipped top



## What Pupils Wear in Secondary Phase

- Plain white school shirt/blouse with traditional collar
- School tie.
- Plain black school trousers or skirt
- All black shoes or trainers
- Optional grey school jumper printed with the school badge.

All outerwear, including hoodies, must be removed when indoors. In the last summer half term pupils may wear school PE Kit.

Acceptable shoes and trainers (all black)



Unacceptable shoes and trainers (not all black)



## For Secondary Phase PE

- School's PE top,
- School shorts, skort or leggings.
- School Rugby jersey.
- Purple games socks.
- Trainers, football / rugby boot

*Items from Sportec for primary phase:*

Crew neck sweatshirt, cardigan, School's PE top, School's shorts and skort

External wear zipped top



## Hair, Jewellery and Make-Up

- Hair colour and style should appear **natural and subtle**.
- Styling should not include **decorative accessories**.
- Patterns or designs cut into hair or eyebrows are not permitted.
- For health and safety reasons, or when hair obscures the face, pupils with shoulder-length hair or longer may be asked to **tie it back** during practical activities.

To maintain a smart, safe and professional appearance, **jewellery should not be worn in school**. The only exceptions are a **watch** and **one small set of stud earrings** in the ears. If make-up is worn, it must be **light and unobtrusive** so that it does not draw attention or detract from learning.

These simple expectations help us keep everyone **Ready, Respectful and Safe** while allowing for appropriate personal choice.

## Reasonable Adjustments

We will make **reasonable, time-bound adjustments** where needed for medical, sensory or wellbeing reasons.

### How to request an adjustment

- Parents/carers (or staff) submit the **Uniform Adjustment Request** (Microsoft Form or paper alternative) with reason and supporting professional evidence (e.g., GP/OT/EP). This can be requested through the Wellbeing Director.
- The **ALNCo or Deputy Headteacher** consider the request.

### Decisions

- Outcomes may be **Approved, Approved with conditions, or Declined** (with reasons).
- If approved, the adjustment is recorded on the **Uniform Adjustment Register (staff view)** with a **review date**.

### While evidence is pending

- A **temporary adjustment** can be agreed to keep the learner comfortable, confident and in learning. We will not penalise pupils for delays that are outside their control.

### Fairness & visibility

- Adjustments are **specific and time limited**.
- Staff check the **Register** rather than discussing personal details with pupils.
- Pupils with agreed adjustments are **equally eligible** for the weekly reward.

Where a parent asserts a need but does not engage or provide information after reasonable attempts or decline to provide correct uniform or refuse reasonable engagement:

- The Headteacher will review any request to the Uniform Adjustment Request decision.
- A formal letter from the will confirm that, in the absence of agreement, the **standard uniform requirements** apply pending further discussion.

- All contact and offers of support are recorded and stored.
- The pupil continues to access learning and is **not penalised** for parental decisions.

## Roles and Responsibilities

All Staff	<ul style="list-style-type: none"> <li>• Model high standards of dress and uphold the values of <b>Ready, Respectful, Safe</b>.</li> <li>• Address uniform issues <b>calmly, privately and consistently</b>, using language that protects pupils' dignity.</li> <li>• Avoid public correction or comments on body shape or fit.</li> <li>• Offer <b>support before consequence</b>, helping pupils to resolve issues wherever possible.</li> <li>• Be aware that some pupils have agreed adjustments</li> </ul>
Form Tutors	<ul style="list-style-type: none"> <li>• Complete brief visual checks during registration.</li> <li>• Review the agreed adjustments register.</li> <li>• Award the weekly positive point '<b>Uniform – Proud to Belong</b>' to pupils meeting expectations or agreed adjustments.</li> <li>• Give initial reminders and explore reasons for non-compliance with pupils.</li> <li>• Record reminders on Satchel 1 or request texts home.</li> <li>• Inform the <b>Wellbeing Director</b> where issues persist or where a possible adjustment may be needed.</li> <li>• Record reminders and rewards accurately on SIMS / Satchel</li> </ul>
Class Teachers	<ul style="list-style-type: none"> <li>• Reinforce uniform expectations in lessons through quiet reminders.</li> <li>• Direct pupils respectfully to the Wellbeing team if a practical solution (loan item, call home) is needed.</li> <li>• Ensure pupils remain in learning unless there is a clear <b>health and safety</b> risk.</li> </ul>
Wellbeing Directors	<ul style="list-style-type: none"> <li>• Oversee consistency across year groups and provide pastoral follow-up.</li> <li>• Review uniform data, rewards, and adjustment requests each half-term to ensure fairness, equality and proportionality.</li> <li>• Liaise with parents and carers where difficulties persist, offering support and maintaining open communication.</li> <li>• Promote practical help such as the Uniform Bank, local clothing grants or hardship funding, and coordinate referrals for additional family support where needed.</li> </ul>

	<ul style="list-style-type: none"> <li>• Refer cases involving medical or sensory needs to the ALNCo / Deputy Headteacher, and support completion of Uniform Adjustment Requests.</li> <li>• Keep accurate records of interventions, communication and agreed outcomes.</li> </ul>
Heads of School and other SLT	<ul style="list-style-type: none"> <li>• Where there is continued concern – Heads of School establish whether the issue is support required, parental non-compliance or pupil defiance.</li> <li>• Coordinate <b>supportive measures for families</b>, such as: <ul style="list-style-type: none"> <li>○ signposting to the school's <b>Uniform Bank</b> or other sources of pre-loved uniform.</li> <li>○ identifying access to <b>financial support</b> (e.g. Local hardship or school clothing grants).</li> <li>○ liaising with <b>external agencies</b> or community partners where additional help may be appropriate.</li> </ul> </li> <li>• Ensure that any communication with parents remains constructive, focused on solutions, and consistent across the school.</li> <li>• Ensure that any escalation focuses on <b>restoring engagement</b>, not punishment, and that pupils remain in learning wherever possible.</li> </ul>
ALNCo / Deputy Headteacher/ Headteacher	<ul style="list-style-type: none"> <li>• Review and advise on requests for reasonable adjustments.</li> <li>• Ensure adjustments are recorded on the <b>Uniform Adjustment Register</b> and reviewed within agreed timeframes</li> <li>• Formal written communication with parents.</li> </ul>
Parents/Carers	<ul style="list-style-type: none"> <li>• Ensure pupils attend school in the correct uniform or with an agreed adjustment.</li> <li>• Contact the school promptly if a medical, sensory or wellbeing issue affects uniform.</li> <li>• Work in partnership with the school to maintain fairness and high standards.</li> </ul>
Pupils	<ul style="list-style-type: none"> <li>• Wear the correct uniform with pride and take responsibility for presentation.</li> <li>• Respond respectfully when reminded.</li> <li>• Inform a trusted adult if there is a reason they are unable to comply.</li> </ul>

## ***Procedures and Response***

Ysgol Bae Baglan's approach to uniform concerns is guided by the principles of support, proportionality, and inclusion. The school prioritises keeping pupils in learning, resolving issues through communication, and maintaining dignity for all.

### **Health, Safety and Welfare**

If a pupil's clothing presents a health or safety risk, or carries offensive or discriminatory language or imagery, parents or carers will be informed and may be required to provide an alternative. Communication will remain factual, supportive and solution-focused and where possible an alternative will be loaned from school so that the pupil can continue learning.

### **Support and Communication**

The school will address uniform concerns through calm, respectful dialogue with pupils and parents. Practical support will be offered wherever possible, including access to pre-loved items, uniform grants or the school's uniform bank. Parents will be informed of concerns through agreed communication channels, including our Parent app, ensuring transparency and consistency.

### **Reasonable Adjustment**

Where uniform difficulties arise from medical, sensory or wellbeing needs, the school will invite completion of a Uniform Adjustment Request. Requests will be reviewed by the Deputy Headteacher or ALNCo in consultation with relevant staff. Decisions will be communicated to parents. All agreed adjustments will be recorded on the school's Uniform Adjustment Register and reviewed within an appropriate timeframe.

### **Parental Engagement and Non-Compliance**

Where uniform concerns persist, the school will continue to engage with parents and carers to identify any barriers to compliance. If parents decline to provide correct uniform or refuse reasonable engagement, the school will confirm in writing that the standard uniform requirements apply until an adjustment is agreed. Pupils will not be penalised for circumstances beyond their control.

### **Behavioural Defiance**

Where a pupil persistently refuses a reasonable instruction related to uniform, once support and communication have been provided, this will be managed under the Discipline for Learning Policy. Consequences will be proportionate and focused on restoring cooperation and engagement with learning. Exclusion will not be used for uniform non-compliance. It would only ever be considered if behaviour associated with an incident became threatening, abusive, or posed a risk to safety.

### **Oversight and Accountability**

The Headteacher retains overall responsibility for ensuring that responses to uniform concerns are fair, consistent and inclusive, in line with Welsh Government guidance and the Equality Act 2010. The policy and its implementation will be reviewed annually with the Governing Body to ensure practice continues to promote belonging, equality and wellbeing.