



## **EDUCATION FOR LIFE SCRUTINY COMMITTEE - 22ND SEPTEMBER 2015**

**SUBJECT: SCHOOL UNIFORM ARRANGEMENTS – CCBC SECONDARY SCHOOL**

**REPORT BY: CORPORATE DIRECTOR, EDUCATION & COMMUNITY SERVICES**

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### **1. PURPOSE OF REPORT**

1.1 Provide information on school uniform arrangements in CCBC secondary schools.

### **2. SUMMARY**

2.1 School Uniform policy falls within the remit of the school to determine. Whilst schools are completely autonomous they must have regard to current Welsh Government guidance specifically, Guidance for governing bodies on uniform and appearance policies, Circular 015/2011 when formulating uniform policy.

2.2 Welsh Government via the Council provides a uniform grant at the start of secondary school which is £105 for parents who are in receipt of Child Tax Credit only (Not working tax credit) where the annual income is less than £16,190, Income Support, Income Based Job Seekers Allowance or support under Part VI of the Immigration and Asylum Act 1999.

### **3. LINKS TO STRATEGY**

3.1 Links with the Council's strategy for supporting schools.

### **4. THE REPORT**

4.1 The Customer Services/Complaints Officer has a role in identifying trends arising from complaints made to the Local Authority. There have been no specific complaints received in the last three years relating to school uniform arrangements other than jewellery. (Visible piercings, hair colour or style).

4.2 Section 29 of the Education Act 2002 requires the governing bodies of all maintained schools in Wales, including nursery schools, to establish, implement and publish procedures for dealing with complaints from parents, pupils, members of the local community and others. The provisions of Section 29 came into force on 1 September 2003. Complaints about school uniform policy would fall within the remit of the school to resolve.

4.3 Schools have a three stage approach to resolving complaints. An Informal stage A, a formal stage B and a right of appeal to the complaints committee of the governing body, stage C.

- 4.4 The Welsh Government guidance on school uniform and appearance policies also refers to schools having arrangements in place to consult with it's stakeholders on any proposed changes to uniform policy. Stakeholders include representatives of different pupil groups in the wider community, minority ethnic and religious groups, as well as groups representing pupils with special educational needs or disabilities. Governing bodies should engage pupils and the school council in drawing up school uniform and appearance policies by actively engaging and encouraging them to take ownership in designing their uniform policy and communicating it to parents, prospective parents and pupils.
- 4.5 An analysis has been undertaken of individual secondary school arrangements. Details have been completed based upon a combination of scrutinising school websites and telephone enquiries.
- 4.6 Some items of clothing require the school logo which necessitates additional cost. Other more generic items of clothing with no badge/logo can be purchased at lower cost from a range of local suppliers.
- 4.7 As a consequence of the above, it is very difficult to establish average prices. Based upon required items of clothing only (incorporating badge/logo) the cost differentials are significant, varying from £20 to £125.

## **5. EQUALITIES IMPLICATIONS**

- 5.1 There are a number of statutory provisions contained under the Equality Act 2010 which may impact on school uniform and appearance policies and to which the governing body and the Headteacher need to have regard so as to not discriminate unlawfully on the grounds of sex, race, religion or belief and disability.
- 5.2 In more general terms, schools will also have to take into account reasonable adjustments. For example if a pupil suffered a leg or foot injury this may prevent them from wearing school shoes. Other reasonable measures could include the link between certain fabrics and skin conditions. A pupil with a specific impairment may find that a certain item or items of school uniform poses restrictions on them.

## **6. FINANCIAL IMPLICATIONS**

- 6.1 These are a matter for local discretion by individual governing bodies.

## **7. PERSONNEL IMPLICATIONS**

- 7.1 None.

## **8. CONSULTATIONS**

- 8.1 As detailed below.

## **9. RECOMMENDATIONS**

- 9.1 For Scrutiny members to note the arrangements followed by schools in managing their respective uniform policies.

## **10. REASONS FOR THE RECOMMENDATIONS**

- 10.1 Details as previously requested.

## 11. STATUTORY POWER

### 11.1 Education Act 1996.

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