**Report on School Uniform Consultation**

The Welsh Government encourages schools to adopt uniforms after consultations with parents and pupils. Properly developed and appropriately implemented uniforms can:

* Provide a sense of identity and belonging and instil a sense of pride
* Supports positive behaviour and discipline
* Ensures all pupils dress appropriately for learning experiences
* Ensures a common identity for all pupils
* Reduces inequality and some triggers for bullying
* Helps identity those truanting from school and strangers on school site
* Supports and promotes the ethos of the school.

Currently Penglais have a simple and straightforward uniform – a sweatshirt and polo shirt and school-appropriate black trousers, shorts or skirt worn with black shoes. However pupils do not wear appropriate clothing and this leads to confrontation and a lot of time spent contacting home and issuing sanctions. This is not an effective use of time and many of our pupils look untidy.

**Reasons for consulting on updating the uniform:**

* Developing a uniform from which it is easier to exclude some of the fashion items that persistently turn up in school and often cause friction between home and school, students and staff.
* Pupils regularly challenge the description in the pupil planner by wearing jeans, leggings and jeggings.
* Reducing the time spent by staff dealing with uniform issues.
* Penglais School uniform has not changed for a considerable number of years.
* Other schools in the area are adopting new uniforms which look smarter and less scruffy. When Penglais pupils go on visits/ to performances/ to competitions they can look less smart than their peers.
* Changes will need to be made to current uniform guidance in line with our Trans Gender Policy.

**The Consultation. (1263 Households/Parents; 1245 Pupil; Staff)**

Parents were invited to complete a questionnaire. Letters were sent home with every pupil and via ParentMail. Parents could fill in the questionnaire online or send it back with pupils. **It should be noted that only 40% of parents responded.**

Staff were also invited to fill in the same questionnaire.On the morning of the 7th October pupils were given the opportunity to fill in the questionnaire in school.

All responders were given the opportunity to expand on their opinions and give reasons or observations. Some chose to answer all questions and make observations. Others ticked boxes they felt were relevant and left others.

**Results:**

*No response also includes those who noted that they had no preference.*

**Question 1: Keep the current uniform, as described in the Pupil Planner. Yes/ No**

 Parents: To keep as it is: 340 No response: 764 To change: 159

 Pupils: To keep as it is : 514 No response 387 To change: 344

 Staff: To keep as it is: 12 To change: 43

Among the main concerns from parents and younger pupils was the cost element. In particular those parents who had just bought uniform for Year 7 pupils were concerned that there would be another expense.

Some Pupils and Staff noted that the current uniform is very similar in style to all our feeder primary schools. Other schools in the area have chosen to develop a different style of uniform for secondary school pupils.

Some parents and pupils were keen to note that the current uniform is smart when worn properly but that the pupils should be discouraged from wearing jeans and trainers. Equally some parents and pupils noted that jeans and leggings should be allowed.

**Question 2: Change the current white polo shirt with the Penglais logo to a collared white shirt.**

**Yes/ No**

 Parents: Yes: 133 No response 793 No: 337

 Pupils: Yes : 259 No response 464 No: 522

 Staff: Yes: 36 No: 14

Some parents, pupils and staff suggested that we need to adopt another colour polo shirt as well as white. It was noted that white polo shirts can discolour and can become a little transparent. Many girls in particular noted that they thought the polo shirt was see-through and they felt uncomfortable in it. Many asked for another colour polo shirt.

With regard to the white shirts parents did think that these would be easy to source and could be cheaper. However there was also a concern that this would lead to more laundry time for busy parents.

Some pupils felt that it would take them longer to get dressed if they had to do up a shirt.

White shirts are available from several high street retailers and, unlike the polo shirt, could be cheaper.

**Question 3: Change the current navy crew neck logo sweatshirt to a v-neck logo jumper.**

Yes/ No

 Parents: Yes : 155 No response: 790 No: 318

 Pupils: Yes : 171 No response: 495 No: 579

 Staff: Yes: 42 No: 10

Many pupils did not like the idea of a v-neck jumper and thought a crew neck would be smarter. Others thought that the reverse was true.

Some parents raised concern that a v-neck jumper might be more difficult to launder (depending on the fabric).

**Question 4: Change the black tailored trousers/ skirts/ shorts to Penglais branded school logo trousers/ skirts/shorts** Yes/ No

 Parents: Yes: 38 No response: 685 No: 440

 Pupils: Yes : 64 No response: 475 No: 706

 Staff: Yes: 19 No: 33

Several parents noted that standard trousers were needed. The school uniform code used to note that they needed to be of a fabric capable of holding a crease. However school wear and work wear trousers sold by high street retailers and school uniform suppliers are of varying styles and this makes it very difficult for pupils and parents. Pupils will want to wear a style that suits them and lets them feel comfortable.

Penglais are currently allowing pupils to wear all-black smart trousers. This has led to parents buying jeans for their children and some of those jeans are a skinny fit. Jeans usually discolour in the wash and turn grey. Some pupils are also wearing leggings which are not appropriate for school. This can lead to other pupils feeling uncomfortable and can lead to teasing. We do need a standard look.

Among the observations with regard to branded trousers was that not all styles suit all pupils. Pupils were very reluctant to change to this. Parents were also concerned that if they bought them their children would refuse to wear them. Other parents noted that this might be the only way to bring everyone “into line”. There was also a concern about cost and that the trouser might only be available from one or two suppliers.

Some staff and parents suggested that the colour of the trouser could be changed to grey or navy – making it difficult for pupils to wear jeans.

**Question 5: Introduce an optional new blazer with school logo.** Yes/ No

 Parents: Yes: 105 No response: 791 No: 367

 Pupils: Yes: 164 No response: 482 No: 599

 Staff: Yes: 21 No: 30

Optional blazers were seen by the majority to be expensive. Some pupils and parents did express that they would look smart – however as pupils grow there would need to be more cost.

Some suggested that they could buy a school logo to sew onto a black blazer. However keeping the blazer style uniform would be a challenge.

**Question 6: Introduce a school tie (clip on).** Yes/ No

 Parents: Yes: 155 No response: 844 No: 264

 Pupils: Yes: 244 No response: 482 No: 519

Staff: Yes: 37 No: 11

Some parents did not agree that the ties should be clip on and that pupils should be allowed to wear conventional ties.

Other parents noted that this would be a step back in time and not a step forward – noting that there are very few occasions where ties are worn.

**Question 7: Keep the current white polo shirt as an option in the summer without the tie.** Yes/ No

 Parents: Yes: 334 No response: 833 No: 96

Pupils: Yes: 571 No reposnse: 502 No: 171

 Staff: Yes: 37 No: 11

Many pupils and parents felt that there was no need to change the uniform and so it would not be necessary to have a summer uniform as they would be in polo shirts all year.

Some staff felt that it would be untidy to run two different uniforms.

**Points to consider.**

**Leaving the uniform as it is or Bringing in new uniform for Years 7 – 10**

* A new uniform would emphasise our high expectations across the school. It would foster a pride in the school and a positive attitude to learning.
* Over time the uniform has become very scruffy in appearance and a relaunch is needed in order to establish and emphasise our high expectations and standards. A tatty uniform does not give a good impression. (This is also partly due to some navy sweatshirts fading rapidly in the wash and leaving us with several shades of blue.)
* Hours of staff time are spent dealing with uniform issues. We need a uniform from which it is easier to exclude some of the fashion items that persistently turn up in school and often cause friction. Pupils regularly challenge the description in the pupil planner by wearing jeans, leggings and jeggings. Some parents are very supportive but others less so and it is very difficult to deal with correcting a uniform that has historically been allowed to become more lax. We need parental support in ensuing pupils dress in the uniform AS DESCRIBED IN THE PLANNER (with no additions or adaptations). This would be far easier to implement with a new uniform and far less staff time would be wasted.
* Other schools in the area are adopting new uniforms which look smarter and less scruffy. When Penglais pupils go on visits/ to performances/ to competitions they can look less smart than their peers. Currently only two schools in Ceredigion are wearing a crew neck sweatshirt and polo.
* Currently there is no marked change between the primary uniform and the secondary one. There needs to be a difference as there is a difference in educational experience and maturing attitude to learning and some see the current uniform as far too casual.
* There would be no additional cost to Years 7 or 11 – so only Years 8,9 and 10 would be affected. School trousers and shoes should already be school-appropriate and so the cost would only be the jumper, tie and shirt. Pupils grow and so the need to purchase new clothing is ongoing. Changing the jumper and shirt would cost the same as buying a new crew neck sweatshirt and polo shirt.
* Pupils must be easily identifiable on the school site. This is a safeguarding issue. Pupils who often challenge the current expectations do not display the school logo and this can make it difficult to identify them as our pupils.
* Pupils who win sports colours or music colours currently cannot easily wear the tie they are given. A new uniform would allow them to do this and would foster pride in their achievements.
* Changes will need to be made to current uniform guidance in line with our Trans Gender Policy.

**Other possibilities:**

**Phase in a new uniform starting with Years 7 and 12.**

 Advantages: Less initial cost for current parents

 Similar cost for new parents

 Updating appearance of school pupils

 Disadvantages Mixed uniform in school

 Youngest pupils would look different to the others.

**Update the current uniform in line with suggestions from the consultation (e.g. introducing a new colour polo shirt and grey trousers)**

 Advantages: Updated image

In line with suggestions from consultation (addressing concerns about white polo shirts and leggings and jeans)

Disadvantages Lack of pupil and parent support – particularly in wearing and purchasing the trousers.

Availability of appropriate grey trousers on the high street could be an issue

It would not look smart.