Ysgol Aberconwy

Uniform

POLICY DOCUMENT NO: 26	**ISSUE NO: 7**

THIS POLICY HAS BEEN APPROVED BY THE FULL GOVERNING BODY

Signed:

Date : 30/06/26

Review due date : 30/06/28 **LT Link : GM2**

1. Policy Statement

It is the policy of Ysgol Aberconwy that all pupils should wear school uniform. This has the full support of the Governing Body. The Headteacher determines the standard of uniform that is expected in school and as such, his decision in the application of this policy will be regarded as final.

This policy has been reviewed and updated with full regard to the Welsh Government's statutory guidance *School uniform and appearance: policy guidance for governing bodies (WG23-17)*, and in line with our duties under the Equality Act 2010, the Human Rights Act 1998, and the United Nations Convention on the Rights of the Child. Parents, staff and students have been, and will be, consulted about any changes to this policy. Outcomes on such consultations are available through the clerk to Governors.

The purpose of this policy is to ensure that the school's uniform is:

- Clearly understood.
- Rigorously and fairly applied.
- Affordable, inclusive, and sustainable.

2. Principles

When implementing this policy, Ysgol Aberconwy and its Governing Body are committed to:

- **Equality and Inclusion**: ensuring uniform requirements do not discriminate on the basis of sex, gender identity, race, religion or belief, disability, or socio-economic background. Adjustments may be made where reasonable to meet individual needs.
- **Respect for Faith and Culture**: recognising pupils' right to wear items required by their religion or belief, provided these are compatible with health and safety requirements and the ethos of the school.
- **Affordability**: ensuring costs are reasonable, avoiding unnecessary branded items, and providing access to second-hand uniform.
- **Sustainability**: encouraging the recycling and reuse of uniform items, and promoting second-hand uniform schemes.
- **Health, Safety and Practicality**: ensuring uniform and appearance support safe participation in all school activities.
- **Student Voice**: consulting with the School Council and wider pupil body during policy reviews.

3. Student Uniform : Rationale

At Ysgol Aberconwy, we are always striving to make thoughtful, evidence-informed decisions that improve the daily experience of our students—both in terms of their learning and their wellbeing.

Following a trial allowing students to wear their PE kit on the days when they have timetabled PE lessons, the Governing body has adopted a fully all-purpose uniform model that is comfortable, versatile, and supports active engagement in all areas of school life.

Our rationale is based on the following key principles:

Removing barriers to participation
An all-purpose uniform allows students to move freely, take part in activities without hesitation, and feel comfortable throughout the day. It supports wellbeing and reinforces a simple message: being active, engaged, and ready to learn is central to who we are as a school. Research, including studies from the University of Cambridge, suggests that in countries where traditional uniforms are the norm, fewer young people meet recommended levels of daily physical activity. If something as simple as uniform is limiting movement—even in small ways—then it is right that we reconsider it. Many subjects—such as Forest School, Design and Technology, drama, and dance—require movement, flexibility, and active participation. An all-purpose uniform ensures that students are always ready to engage fully.

Inclusion
We know that for some students—particularly those with sensory needs—traditional uniform items can be uncomfortable and distracting. We have also listened carefully to student voice, with some learners sharing that aspects of traditional uniform can make them feel self-conscious. This proposal responds directly to those concerns and supports a more inclusive environment for all learners.

Consistency and clarity
A single all-purpose uniform removes ambiguity. Expectations become clearer for students, easier for families to follow, and more straightforward for staff to monitor. This allows us to maintain high standards in a way that is fair, consistent, and transparent.

Affordability
We are very conscious of the cost of school life for families. This model simplifies expectations and has the potential to make uniform more affordable overall. Purchasing one single uniform will reduce costs for families. Please also find a link to the School Uniform Access Grant for families who qualify for this School Essentials Grant / School Uniform Grant in Conwy County Borough - Conwy County Borough Council

Presentation and identity
A clearly defined all-purpose uniform, with specific approved items and high expectations around presentation, has the potential to strengthen our shared sense of identity as a school community.

4. Our All-Purpose Uniform

YSGOL ABERCONWY

YEAR 7

ALL-PURPOSE UNIFORM

Following a consultation, students will be able to wear this uniform everyday.

1 POLO TOP

£15.00



2 ZIP UP TOP

£23.00



3 CHOICE OF BOTTOMS

Aptus Navy Essential / Performance Leggings



£13.00 – £20.00

Aptus Essential / Performance Track Pants



£15.00 – £23.00

Aptus Essential / Performance Navy Shorts



£10.00

Aptus Skort



£13.99

4 FOOTWEAR

ALL BLACK TRAINERS WITH NO COLOURED LOGOS OR BRANDING.

- ✓ Trainer built for cushioning, support, and performance during activity.
- ✓ Fashion trainers are not permitted.
- ✓ Please see website for further details.



JEWELLERY, PIERCINGS AND HAIRSTYLES

For health and safety reasons, students should keep jewellery to a minimum. Students may wear a single necklace and one pair of small stud earrings. Bracelets, large earrings and hoop earrings are not permitted. A small, clear nose stud may be worn; however, no other visible facial or body piercings are permitted. The school recognises and respects the cultural, religious and personal significance of hairstyles and wants all students to feel able to celebrate and express their identity through their natural hair and hairstyles that reflect their cultural heritage and/or religious beliefs. Hair should be neat, appropriate for a school environment and free from extremes of fashion, including patterned shaves, tramlines and unnaturally bright hair colours. Hair dyed in natural colours is permitted.

For full uniform guidance and examples of acceptable footwear, please visit: www.aberconwy.conwy.sch.uk/uniform

COMFORTABLE | PRACTICAL | READY TO LEARN

Additional Items and information:

All students are issued with a Yondr phone pouch and possession of this at all times is expected as part of the uniform policy (see separate policy on mobile phone use in school)

The following items may be worn :

- One pair of stud earrings,
- a single, small and clear nose stud
- False eyelashes of reasonable length.

Nails, whether natural, acrylic, gel or false, should be kept short and practical for school. Nails must not extend beyond the fingertip, as longer nails present a health and safety risk during practical lessons, PE and other school activities.

Pupils should not wear an excessive amount of make-up. The following items of jewellery and make up may not be worn in school:

- Bangles/bracelets
- 'Choker' type necklaces
- Nose Studs (except those indicated above)
- Large Earrings
- Any other piercings
- Nail Varnish (except as indicated above)

All pupils are expected to wear their hair in a suitable way for school. Extremes of hair fashion including 'tram lines' and other patterned shaves are not allowed. Only natural coloured hair dyes will be permitted.

Other items for PE:

In PE, teachers will give students details of which sports they are participating in, and give notice as to whether they may require safety equipment (gumshields, shin pads etc.) or specific footwear (e.g. studded boots for rugby or football on grass).

5. Affordability and Stockists

To keep costs manageable:

- Only essential items and colours are required.
- Branded items (e.g. logoed sweatshirts or tops) are available but not compulsory.
- Uniform can be purchased from multiple local suppliers.

Current Stockists:

- **Uniformed** (formerly School Talk) – 24 Madoc Street, Llandudno, LL30 2TL, tel: 01492 702757
- **Personalise Me Print Ltd** – The Old Bakery, Erw Wen Road, Colwyn Bay, LL29 7SD, tel: 01492 702744, website: personalisemeprint.co.uk

6. Second-hand Uniform

The school promotes sustainability and affordability by supporting access to second-hand uniform. Parents can obtain good quality, second-hand items by contacting reception in the first instance

7. Financial Assistance

Families who face financial difficulty may be eligible for support through:

- The Welsh Government's **School Essentials Grant** (covering uniform, coats, shoes, sports kit, equipment and more).
- Discretionary local authority hardship assistance.
- School-based hardship support or uniform recycling schemes.

Information is available from the school office and on the school website.

8. Non-Compliance

The school aims to work supportively with pupils and families where uniform expectations are not met. Possible reasons for non-compliance (e.g. financial hardship, lost or damaged items, religious or medical needs) will be considered sensitively.

- Pupils will not be excluded for uniform breaches.
- Temporary adjustments may be allowed while issues are resolved.
- Families experiencing financial difficulties will be directed to support schemes.

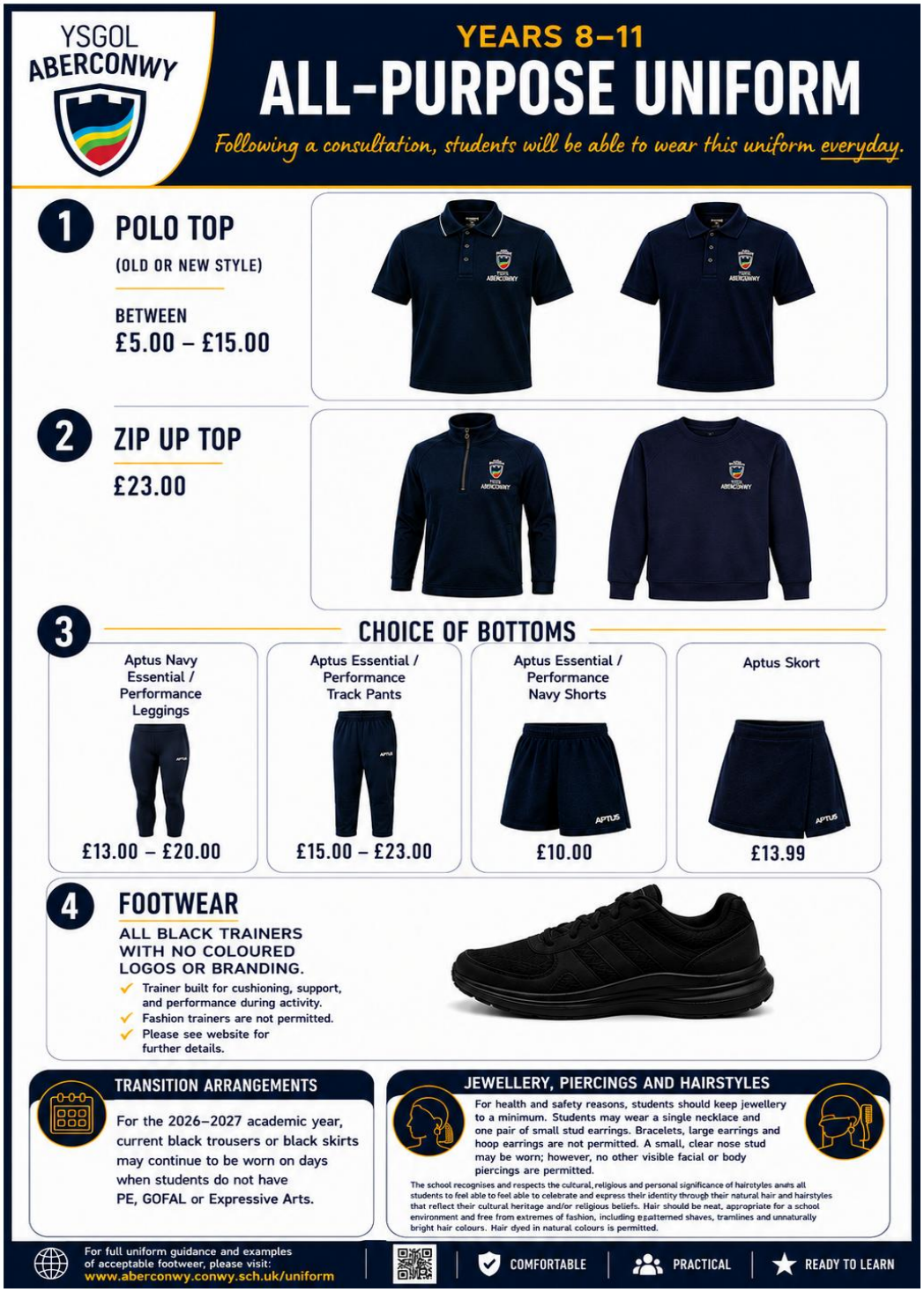
9. Complaints

Concerns about this policy, or its operation, should be raised through the school's published Complaints Procedure.

10. Review and Consultation

This policy will be reviewed regularly, at least every two years, or sooner if required by Welsh Government guidance. Pupils, parents, staff, and governors — including the School Council — will be consulted as part of the review process.

APPENDIX A : Our phased approach to introducing a new uniform



Appendix B – Workload Impact Assessment

(Uniform Policy – Issue 7, 2026)

Workload Impact Assessment

This workload impact assessment considers whether the updated Uniform Policy (Issue 7, 2026) introduces any **new or additional workload demands** on teaching staff, support staff, school leaders or governors when compared with the previous version (Issue 6, 2025).

The assessment considers the day-to-day implementation of the school's uniform expectations together with leadership, pastoral and administrative responsibilities.

Nature of Policy Change

The updated policy:

- introduces a single **all-purpose school uniform**, replacing the previous distinction between classroom uniform and PE kit;
- incorporates the school's rationale for the revised approach, including wellbeing, inclusion, affordability and active participation;
- strengthens alignment with Welsh Government guidance on affordability, equality, sustainability and consultation;
- updates arrangements relating to phased implementation and consultation.

The revised policy represents a simplification of existing arrangements rather than an expansion of operational requirements.

Impact on Teaching and Support Staff

Teaching and support staff will continue to:

- apply the school's uniform expectations consistently;
- address non-compliance through existing pastoral procedures;
- support pupils and families where temporary adjustments are required.

The introduction of a single all-purpose uniform is expected to:

- reduce uncertainty when applying the policy;
- reduce time spent resolving issues relating to PE kit and changing arrangements;
- provide clearer and more consistent expectations for pupils and families.

No additional administrative, monitoring or record-keeping requirements are introduced.

Assessment:

➡️ **No additional workload impact on teaching or support staff.**

➡️ The simplified uniform model is expected to reduce routine pastoral and administrative workload associated with uniform compliance.

Impact on Leadership and Governors

Leadership responsibilities continue to include:

- monitoring consistent implementation of the policy;
- ensuring compliance with Welsh Government guidance;
- reviewing the policy following consultation with stakeholders.

The revised policy strengthens governance through clearer reference to affordability, equality, consultation and sustainability, but does not introduce additional governance structures or reporting requirements.

Assessment:

➡️ Leadership and governor workload remains broadly unchanged, with improved policy clarity supporting more consistent implementation.

Equality and Fairness Considerations

The updated policy strengthens equality and fairness by:

- explicitly recognising duties under the Equality Act 2010, Human Rights Act 1998 and the United Nations Convention on the Rights of the Child;
- reinforcing reasonable adjustments for individual needs;
- promoting affordability through reduced reliance on multiple uniform items and access to second-hand uniform;
- supporting inclusion through a more practical and accessible all-purpose uniform model.

These changes are expected to improve consistency and reduce potential disputes relating to uniform expectations.

Conclusion

This workload impact assessment concludes that the updated Uniform Policy:

- does **not** introduce additional routine workload;
- simplifies implementation through the adoption of a single all-purpose uniform;
- supports greater consistency, inclusion and affordability;
- aligns the school's practice with current Welsh Government guidance.

Overall judgement:

➡️ **No adverse workload impact identified.**