

Draft statutory guidance for school governing bodies on school uniform and appearance policies

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Audience

Governing bodies and head teachers of maintained schools in Wales; local authorities; teaching and other unions; diocesan authorities; NACAB Cymru; equality and disability organisations and; other national and local bodies concerned with education in Wales.

Overview

This document provides guidance for governing bodies and head teachers on issues relating to implementing or changing a school uniform and appearance policy. It replaces the non-statutory guidance currently published on the Welsh Government's website.

Action required

Governing bodies and head teachers to have regard to this statutory guidance when implementing or changing school uniform and appearance policies.

Further information

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Summary

This statutory guidance is aimed at school governing bodies and head teachers to support them in their development, adoption, revision and evaluation of school uniform and appearance policies. Schools must have regard to this guidance when considering school uniform and appearance policies. The guidance focuses on:

- ensuring that due regard is given to securing equality of treatment between pupils of different sexes and genders; pupils from different ethnic and religious backgrounds and; disabled pupils in relation to school uniform and appearance policies;
- cost and affordability;
- practical considerations involved in introducing or changing school uniform and appearance policies;
- consultation with parents, pupils and the community.

Changes to previous guidance

- School governing bodies should have regard to the affordability, access and availability of uniform items when setting their school uniform and appearance policy.
- Schools' uniform policies should not dictate different items of clothing on the basis of sex/gender.
- School governing bodies should have a sensible, flexible approach to uniform items to account for extreme weather conditions.

The guidance also sets out the current position in Wales regarding financial assistance for parents towards the cost of purchasing school uniforms:

- The all-Wales School Uniform Grant is no longer available as a grant from April 2018.
- PDG-Access, a new element of the Pupil Development Grant to replace the school uniform grant, came into effect from September 2018.
- Claimants currently claiming Universal Credit can apply for a Budgeting Advance.

Section 1: Introduction

1.1 The Welsh Government strongly encourages all governing bodies to have a school uniform policy after consultation with parents, pupils and relevant local or faith communities. Properly developed and appropriately implemented, a school uniform can:

- provide a sense of identity and cohesion within the school;
- support positive behaviour and school discipline;
- ensure pupils dress appropriately for learning activity;
- 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.

Status of guidance

1.2 This guidance is statutory and as such governing bodies and head teachers must have regard to it when formulating and revising their school uniform policies.

The previous non statutory guidance entitled “Guidance for governing bodies on school uniform and appearance policies” published in July 2011 (Circular 006/2008) is revoked.

Legal Context

1.3 There is no education legislation specifically covering the wearing of school uniform or other aspects of appearance such as hair colour and style and the wearing of jewellery and makeup. However, 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 powers for the Welsh Ministers to issue this statutory guidance in this area are contained in a number of legislative provisions.

The power for the Welsh Ministers to issue statutory guidance to governing bodies is contained in section 88 of the Education and Inspections Act 2006 (“the 2006 Act”). Whilst this section does not specifically mention school uniforms, it is broad enough

to include it. This section places a duty on governing bodies to ensure that policies designed to promote good behaviour and discipline are pursued at the school.

In addition, section 89 of the 2006 Act places a duty on head teachers to determine measures (including rules and provisions for enforcing them) to be taken with a view to promoting discipline among pupils, a proper regard for authority, encouraging good behaviour and respect for others. Any measure introduced by the head teacher under section 89 should be publicised by them in the form of a written document. That document should be made known within the school and to parents. The head teacher is also required once in every school year to take steps to bring it to the attention of pupils, to their parents and all those employed or otherwise engaged to work at the school.

In making and operating measures drawn up under section 89 of the 2006 Act, a head teacher should include measures to prevent all forms of bullying. Thus a governing body should ensure that when a school uniform or appearance policy is drawn up, modified or operated, grounds are not created for bullying. The school should have regard to the Welsh Government's guidance No:050/2011 Respecting others: Anti-bullying overview:

<https://beta.gov.wales/sites/default/files/publications/2018-03/respecting-others-anti-bullying-overview.pdf> And the Violence against Women, Domestic Abuse and Sexual Violence (Wales) Act 2015:

https://www.legislation.gov.uk/anaw/2015/3/pdfs/anaw_20150003_mi.pdf

Further, under section 175 of the Education Act 2002 ("the 2002 Act") a governing body must make arrangements for ensuring their functions relating to the conduct of the school are exercised with a view to safeguarding and promoting the welfare of pupils at the school. Therefore, when a governing body is considering introducing a school uniform policy, it should have regard to this overarching duty to do so in a way that safeguards and promotes the welfare of pupils. There is a power for the Welsh Ministers to issue statutory guidance to governing bodies and local authorities under this section. .

Conduct of the school

1.4 Section 21 of the 2002 Act places the conduct of a maintained school under the direction of the school's governing body. The governing body is required to conduct the school with a view to promoting high standards of educational achievement. As noted above section 175 of the 2002 Act requires governing bodies to conduct the school with a view to safeguarding and promoting the welfare of pupils at the school.

1.5 The School Government (Terms of Reference) (Wales) Regulations 2000 made under Section 38 of the Schools Standards and Framework Act 1998, impose a duty on governing bodies and head teachers to exercise their responsibilities with the need to:

- a) eliminate unlawful discrimination on grounds of race, sex and gender and;

- b) promote equal opportunities and good relations between persons of different racial groups and between sex/gender groups.

Equality legislation

1.6 There are a number of statutory provisions contained under the Equality Act 2010:

https://www.legislation.gov.uk/ukpga/2010/15/pdfs/ukpga_20100015_en.pdf

Those provisions may impact on school uniform and appearance policies and to which governing bodies and head teachers need to have regard so as not to discriminate unlawfully on the grounds of sex, gender, race, religion or belief and disability.

1.7 The duties placed on governing bodies as a consequence of these Regulations include to “assess and monitor the impact of its policies, for example, its school uniform policy on pupils, staff, and parents of different racial groups, including the impact on attainment levels on such pupils”.

School councils and consultation with pupils

1.8 The Welsh Government’s policies for children and young people are founded on the United Nations Convention on the Rights of the Child. In *Children and Young People: Rights to Action* the Welsh Government has 7 core aims and states that “every young person in Wales has the right to be consulted, to participate in decision making, to be heard on all matters that concern them or have an impact on their lives”. <https://gov.wales/docs/dsjlg/publications/cyp/151106-core-aims-comprehensive-version-en.pdf>

1.9 Pupils should be consulted on, and be able to influence, decisions that affect them. To support pupils and schools, the Welsh Government made The School Councils (Wales) Regulations 2005, which require all maintained primary (excluding nursery and infant schools), secondary and special schools in Wales to establish a school council. NAW Circular 42/2006: *Guidance for Governing Bodies on the Establishment and Operation of School Councils* advises that school uniform is one of the issues that a school council should be asked to consider at its meetings, and in consultation with the pupil body of the school.

<https://gov.wales/pubs/circulars/2006/english/nafwc42-06-e?lang=en>

Section 2: Equality issues to be considered by school governing bodies

2.1 In formulating school uniform and appearance policies, a school governing body must consider its obligations not to discriminate unlawfully on the grounds of sex; gender identity and expression, race; religion or belief and; disability.

2.2 Governing bodies will give high priority to cost and affordability considerations. No school uniform should be so expensive as to leave pupils or their families feeling unable to apply for admission or to attend a particular school.

2.3 The essential point is that governing bodies will act fairly and reasonably when choosing or reviewing their school uniform and appearance policies, ensuring that they meet their duties under the Human Rights Act 1998 and other anti-discrimination legislation.

https://www.legislation.gov.uk/ukpga/1998/42/pdfs/ukpga_19980042_en.pdf

Governing bodies will also uphold the principles of the United Nations Convention on the Rights of the Child (Articles 12 and 13):

Article 12

- 1. States Parties shall assure to the child who is capable of forming his or her own views, the right to express those views freely in all matters affecting the child, the views of the child being given due weight in accordance with the age and maturity of the child.*
- 2. For this purpose, the child shall in particular be provided the opportunity to be heard in any judicial and administrative proceedings affecting the child, either directly, or through a representative or an appropriate body, in a manner consistent with the procedural rules of national law.*

Article 13

- 1. The child shall have the right to freedom of expression; this right shall include freedom to seek, receive and impart information and ideas of all kinds, regardless of frontiers, either orally, in writing or in print, in the form of art, or through any other media of the child's choice.*
- 2. The exercise of this right may be subject to certain restrictions, but these shall only be such as are provided by law and are necessary:*
 - a) For respect of the rights of reputations or others; or*
 - b) for the protection of national security or of public order, or of public health or morals.*

Discrimination on the grounds of race or religious belief

2.4 School governing bodies will consider their uniform and appearance policies in the context of their race equality policy; their obligation to promote equality of

opportunity between pupils of different racial groups; and the requirement to assess the impact of school policies on pupils from different racial groups. A governing body may be regarded as discriminating if it does not accommodate religious needs concerning dress. This may either amount to unlawful race discrimination in terms of the Equality Act 2010 (for example, because a high proportion of the followers of a particular faith come from one or more minority racial groups and could not comply with a particular uniform requirement), or it may amount to a breach of the rights protected under the Human Rights Act 1998.

2.5 The Human Rights Act 1998 protects the right to “manifest one’s religion or beliefs”. It is important, therefore, for a governing body to consider how uniform and appearance policies might infringe on an individual’s right to reasonably follow a recognised practice of their religion or belief. Governing bodies will act reasonably in accommodating such requirements and should consider any request to vary their policy to meet the needs of a pupil to accommodate their religion or belief.

2.6 It may be a recognised religious practice for a pupil to wear a particular item of clothing. In recognising this, the governing body could decide that the item could be worn in the school uniform colours. Governing bodies must remain within relevant statutory requirements in reaching decisions.

Disability discrimination

2.7 Governing bodies need to be mindful that school uniform and appearance policies do not disadvantage disabled pupils in comparison to pupils who are not disabled. Issues for consideration include the practicality of policies and whether reasonable adjustments can be made to accommodate disabled pupils’ requirements.

Sex and gender identity discrimination

2.8 A governing body will state the composition of its school uniform and ensure an inclusive school uniform that does not discriminate on the basis of sex or gender identity.

2.9 If there are any differences in the school uniform and appearance policies between sexes/ genders, these should be justified and clearly stated in the policy. One ground for justification might be that a certain religion lays down different dress and appearance codes for different sexes. Failure to respect such codes could amount to race discrimination or a breach of human rights. For example, where differences in dress requirements don’t have significantly more detrimental effects on one sex/gender or the other, they are unlikely to be regarded as discriminatory but it might be unlawful if, for example, the uniform was considerably more expensive for girls than for boys.

2.10 Schools need to consider whether flexibility is needed in relation to uniform to meet the needs of a pupil who is undergoing gender reassignment.

Section 3: Issues to consider in developing, adopting, changing or evaluating school uniform and appearance policies

Cost of school uniform and affordability

3.1 The Welsh Government recognises that school uniform and other items that are required to be purchased in accordance with a school uniform policy can be a financial burden, particularly for low income and large families. Consequently, when introducing a new uniform or considering changes in uniform requirements, governing bodies will give high priority to cost and affordability. No school uniform should be so expensive as to leave pupils or their families feeling unable to apply for admission or to attend a particular school.

3.2 Governing bodies should consider the following in the context of keeping down the cost of school uniform:

- Only stipulate basic items and colours but not styles so that items can be bought from multiple retail chains at reasonable prices and not just from one authorised supplier.
- Avoid high cost items such as blazers and caps.
- Requiring school logos on polo shirts, jumpers, blazers and PE kit, obtainable from specialist suppliers can be costly. Schools should consider the necessity of such items, weighing up the balance of having a distinct identity, whilst ensuring that uniform items are widely available and affordable. If a governing body determines that uniform items with logos are required, schools should limit logos to one item (reasonably priced and widely available) which is worn frequently, e.g. a sweater or cardigan.
- If a school requires a logo to be worn on a second item of clothing (e.g. a jumper and trousers) they should consider providing the second logo free of charge as a badge that could be iron-on or sew-on.
- The purchase of logos to sew, iron or stick onto items of clothing should be considered as an option to reduce costs where a governing body determines logos are considered to be a necessary part of school uniform.
- Avoid variation in colours and style for different year groups as this is expensive for parents and limits the scope for second-hand sale or handing on to siblings.
- Have easily washable items: dry clean only items should be avoided.
- Limit the frequency of uniform changes as this can be costly for parents and limits the scope for re-sale or handing on to siblings or other pupils.
- Consider the cost and availability of non-standard sizes.
- If there is a change to a school uniform policy, introduce a transitional period so that old uniforms can be worn for at least a year before a total

changeover to a new uniform and consider if items of the old uniform can be retained in the new policy.

- School governing bodies should consider whether there is a need for different uniforms for summer and winter. School uniforms should be as economical as possible and summer uniforms are only worn for a matter of weeks. For example, governing bodies could consider trousers for boys and girls in the winter or periods of very cold weather, shorts for boys and girls in the summer or periods of very hot weather and; girls not having to wear woollen tights in warm weather.
- Secondary schools are encouraged to consider the feasibility of aligning their school uniform policy with those of their feeder primary schools to enable any core uniform items (e.g. white shirts, white polo shirts, black trousers, black skirts and sports equipment) to continue to be used in secondary schools and reduce the cost of transition into secondary education.
- Consider other options to improve access and affordability such as school uniform exchange or recycling schemes where parents can donate unwanted or outgrown items in good condition to be made available to other families.

3.3 The Welsh Government encourages governing bodies to have regard to the availability of school uniform garments. Having a wide range of uniform suppliers addresses issues for those parents who encounter difficulty accessing specialist uniform suppliers who are in remote areas.

3.4 Where single supplier arrangements are in place for some items, governing bodies should review these arrangements regularly in the context of this guidance and to seek to ensure items are affordable. Where a uniform item is only available from a single outlet, prices are likely to be higher than they would be if parents were able to buy the item from other sources.

3.5 Where schools remain with a single retailer arrangement, if there is an element of competition for the market in the form of a tender or selection process that is regularly reviewed, this is likely to result in lower prices.

3.6 Governing bodies should be able to demonstrate that they have obtained the best value for money from suppliers. Any savings negotiated with suppliers should be passed on to parents wherever possible. Schools should not enter into cash-back arrangements. Exclusive single supplier contracts should be avoided unless regular tendering competitions are run where more than one supplier can compete for the contract.

Other school uniform and appearance considerations

Coats

3.7 Governing bodies ought to be flexible in their requirements regarding coats worn between home and school. Specifying a particular colour or style may result in parents having to buy two coats for their child: one for school and one for wear at other times.

Home-to-school travel

3.8 Governing bodies should encourage children to walk or cycle to school and should consider this when determining the design and style of uniform. School uniforms are often quite dark making it difficult for children to be seen by drivers especially during the winter months. Governing bodies should consider the benefits of including light colours and/or reflective or high-visibility materials such as removable reflective strips as part of their school uniform policy to ensure that children are able to walk and cycle safely to school.

Physical education

3.9 All pupils should feel comfortable about their PE clothing. Schools should choose a PE kit which is practical, comfortable, appropriate to the activity involved, and affordable. Pupils' participation in PE lessons, especially girls' participation, can be adversely affected because of the clothing that they are required to wear. Governing bodies should adopt a sensitive, flexible approach that has regard to the equality issues outlined in this guidance. Schools will consider the costs of PE clothing, particularly where specialised equipment is necessary.

3.10 PE footwear should be suitable, e.g. trainers, for health and safety reasons. Governing bodies should consider whether any child not wearing the correct footwear should be permitted to take part in the PE lesson if safety is at risk. In such cases, governing bodies should consider that these pupils could still participate in another capacity e.g. by officiating, keeping score etc. while providing a reminder that appropriate clothing for taking part in PE activities is worn in future.

Health and safety

3.11 Health and safety issues are extremely important and need to be given constant consideration, especially when pupils are taking part in PE and science lessons. In drawing up or modifying school uniform or appearance policies, governing bodies may have to balance the desires and rights of individual pupils against health and safety or security requirements. For instance, governing bodies have a right to expect pupils with long hair or headscarves to tie them back safely for PE and work in science labs or technology workshops, where it would otherwise form a risk to the pupil or other pupils and surroundings.

Jewellery

3.12 Governing bodies may wish to consider the wearing of jewellery as part of school uniform and appearance policies and to specify items of jewellery that pupils may wear. When doing so, it should be taken into account whether the policy could infringe an individual's right to reasonably follow a recognised practice of their religion or belief and whether the policy could be discriminatory. There are also health and safety issues to consider. For example it may be reasonable for a governing body to ban pupils from wearing jewellery where it considers that this poses a risk of injury (e.g. in PE lessons, where pupils should be asked to remove earrings or to tape them).

Medical issues

3.13 Governing bodies will need to consider carefully requests made to vary policies in order to meet the needs of pupils with a temporary or permanent medical condition or impairment. For example, pupils with some skin conditions may be unable to wear specific fabrics, and pupils with foot or leg injuries may be unable to wear school shoes. A pupil with a specific impairment may find that a certain school uniform item poses restrictions for them.

Extreme weather conditions

3.14 Both in respect of affordability and practicality, governing bodies should take a sensible, flexible approach to basic uniform requirements during very hot or cold weather, such as temporarily relaxing policies to ensure that pupils are comfortable in their learning environment. For example, allowing pupils to wear their PE kits or uniform shorts in very hot weather .

3.15 School governing bodies should make clear their approach to flexible uniform items to account for extreme weather conditions when setting their school uniform and appearance policy.

Section 4: Information, consultation and complaints

School prospectuses

4.1 School uniform and appearance requirements should be included in the school prospectus. The school prospectus should be updated annually and made available to all parents of existing and prospective pupils on request. School uniform and appearance policies could also feature on a school's website and be shared with parents via social media and electronic contact. This will help ensure that all parents are made aware of the school's policies on school uniform and appearance before electing to send their child to the school.

Consulting with parents, pupils and other groups

4.2 When considering the introduction of new school uniform and appearance policies or changes to existing policies, governing bodies should consult with current pupils and parents/carers and prospective pupils and parents/carers, especially as change could give rise to additional costs. Consultation should also include representatives of different pupil groups in the wider community, taking care to identify community leaders representing minority ethnic and religious groups as well as groups representing pupils with special educational needs, disabilities or gender identity/gender expression issues. Governing bodies should engage pupils and the school council in developing school uniform and appearance policies by encouraging them to take ownership in designing their uniform policy in line with the principles set out in this guidance.

4.3 Governing bodies should document the consultation process undertaken, the points made by respondents and the decisions taken in weighing up competing points of view. It would be useful if governing bodies provided respondents with the reasons for decisions reached, especially if there was a contentious issue addressed during the consultation. In cases where a decision is made based on a majority opinion, governing bodies should take special care to ensure that the majority opinion does not discriminate against a particular group, characteristic or view.

4.4 Governing bodies are encouraged to review their school uniform and appearance policies periodically (and should always consider doing so at times when representations are made) and to consult parents, pupils and other groups for their views. Schools should provide sufficient notice of a forthcoming consultation about uniform and appearance policies and publish it widely to encourage maximum responses. If changes are made to uniform policies as a result of the outcome of a consultation, schools should ensure that transition arrangements are in place and provide a long lead-in time for any significant changes.

Complaints

4.5 Complaints or concerns about school uniform and appearance policies, including the availability of the uniform or the cost of purchasing the uniform from a particular supplier, should be raised with the school governing body and dealt with in accordance with the governing body's complaints procedure. All governing bodies

are required by law to have a procedure in place for dealing with complaints from parents, pupils, members of staff, governors, members of the local community and others in relation to matters for which the governing body has statutory responsibility. The Welsh Government has produced guidance on complaints procedures for school governing bodies:

<https://gov.wales/docs/dcells/publications/121002complaintsschoolsen.pdf>

The process for raising complaints regarding school uniform or appearance policies should be publicised, for example, on the school website or in targeted communication with parents on school uniform and appearance policies.

Non-compliance with school uniform and appearance policies

4.6 Where the governing body has put in place a school uniform policy and/or rules about appearance, it is for the head teacher to enforce these as part of his or her overall responsibility for the day-to-day running of the school and for maintaining discipline.

4.7 Head teachers should decide what action to take when pupils infringe a school's uniform or appearance rules. Head teachers can discipline pupils for breach of the school's uniform/appearance policies, however, they should first try to establish why a pupil is not complying with the policy. If it is because families are in financial difficulties, schools should allow an appropriate amount of time for the required items to be purchased and offer information about any assistance the Local Authority or the school is able to offer. Schools should also publicise relevant Welsh Government grant funding such as school uniform support through PDG-Access along with the eligibility criteria.

4.8 There may be other reasons, apart from financial difficulties or defiance, why a pupil is not complying with the uniform or appearance policy. For example, their uniform may have been lost, stolen, damaged, or accidentally soiled beyond the point where it can be worn and it may not be possible to wash and dry some articles of clothing overnight. The Welsh Government would not expect head teachers to send children home in these circumstances. Other reasons could be that the uniform is not available in the pupil's size, or there may be religious reasons that have not been previously identified.

4.9 Head teachers may ask pupils to go home to change their clothes. This should be for no longer than necessary to effect the change of clothing and would only be appropriate where the change could be made quickly and easily. Head teachers should not send a pupil home indefinitely or for longer than is necessary to change clothes or modify appearance (e.g. by having a haircut) as this could amount to an unofficial exclusion. When sending a pupil home, head teachers or senior staff should bear in mind the age and vulnerability of the child and should contact the parents or carers. The pupil would be expected to return to school immediately after their clothes had been changed. Failure to do so could amount to an unauthorised absence.

Exclusion and non-attendance

4.10 Only where breaches of the school's uniform or appearance policy are persistent and in open defiance and where all other avenues for resolving the uniform dispute have been exhausted, may the school consider exclusion as a last resort.

4.11 Governing bodies need to ensure that absenteeism does not arise because families are unable to provide a uniform for their children. If that situation arises, information and other appropriate assistance should be given to families by the Local Authority or the school.

4.12 The Welsh Government does not consider, in normal circumstances, exclusion to be an appropriate response to breaches of school uniform/appearance policies.

Section 5: Financial assistance

PDG–Access

5.1 The Welsh Government recognises that some parents face financial hardship from the costs of purchasing school uniforms for their children. The Welsh Government also believes that the financial support parents receive towards the cost of school uniform should not be a barrier to learning.

5.2 In 2018, the Welsh Government replaced the former School Uniform Grant with a new fund: PDG-Access which is a component of the Pupil Development Grant: <https://beta.gov.wales/pupil-development-grant-access>

5.3 The new grant focuses on the entry point into education and the transition into secondary school. Learners in both Reception and Year 7, who are eligible for free school meals, or are children who are looked after, can benefit from the grant. Asylum Seeker pupils are entitled to assistance under this funding if they fulfil the eligibility criteria.

5.4 In addition to school uniform, PDG-Access covers school PE kit; uniform for wider activities outside the school day (such as sports, scouts and guides); school equipment where new curriculum activities begin (such as design and technology); and equipment for out of school hours trips (such as waterproofs for outdoor learning).

5.5 The grant scheme is being administered by Local Authorities on behalf of the Welsh Government. Schools should advise parents that applications for this grant should be made to the Local Authority.

Local Authority grant assistance

5.6 Section 518 of the Education Act 1996, and the Local Education Authority (Payment of School Expenses) Regulations 1999 made under that section provide discretionary powers for Local Authorities to make payments to relieve financial hardship to enable a pupil take advantage of any educational or to take part in any school activity. That would include financial assistance to cover the cost of school clothing where they are satisfied that payment should be made to prevent or relieve financial hardship but such financial assistance must be related to the means of the parents.

5.7 Some Local Authorities across Wales offer financial assistance towards the cost of school uniforms.

Responsibility of Local Authorities as corporate parents

5.8 In fulfilling their role as corporate parents, Local Authorities are expected to prioritise the education of looked after children and act as advocates for them as parents do for their own children. Local Authorities must therefore make

arrangements to ensure the child or young person is able to comply with the school's school uniform and appearance policies and is not disadvantaged.

Other assistance for low-income households

5.9 There are other limited potential sources of financial help:

- Parents receiving Income Support, Income Based Jobseeker's Allowance, Income-related Employment and Support Allowance, Pension Credit or payment on account of one of these benefits or entitlements for at least 26 weeks may be able to apply for a social fund budgeting loan under the category of clothing and footwear from Jobcentre Plus. Claimants currently claiming Universal Credit can apply for a Budgeting Advance.
- Help may be available from governing bodies or parents' associations of schools. This may be financial support from a hardship fund, a savings scheme or through the provision of second-hand clothing.

Credit Unions

5.10 Credit Unions are financial co-operative that are community focussed, run by local people for the benefit of local people offering ethical savings and loans.

5.11 Everyone who lives or works within the Credit Union area, and any member of their family who lives with them, can join. Credit Unions also welcome junior members to save with them. The Welsh Government actively encourages people of all ages to join Credit Unions and for schools to set up school collection points for young savers and their families.

5.12 Credit Unions offer a range of services including affordable loans, savings accounts, and can also help with budgeting advice and debt management. Importantly, they offer smaller value loans at affordable rates. Being a member of a Credit Union allows parents to save a little on a regular basis towards meeting the cost of buying school uniforms, or to apply for a small loan that will allow the cost of buying a uniform to be spread out into more manageable payments throughout the year.

Good practice by schools

5.13 Examples of good practice by schools in relation to financial assistance with school uniforms include:

- Publicising the Welsh Government school uniform and other support through PDG-Access.
- Publicising Local Authority discretionary grant schemes where they exist.
- School discretionary hardship funds.

- Promote and encourage good quality second-hand school uniform stalls at parents' evenings or other events.
- Loan second-hand uniform items to pupils and setting up a resource room where pupils can access these discretely to avoid stigmatisation.
- Bulk purchase of items to sell to parents at a discounted price, possibly coupled with an easy payment scheme.
- Where an item of PE clothing is only required for part of the school year, specifying this in the kit list so that the child will not outgrow the item before it is needed and parents can budget for it by spreading the cost.
- Denbighshire County Council and Citizens Advice Denbighshire run a school uniform recycle scheme that allows parents to access affordable, high-quality uniforms in their community. Donated uniforms are collected from schools before the end of the summer term so that they can be recycled and made available to other families for free or for a donation at a recycle shop (donations help cover the cost of washing the uniforms).