

Our ref: SJW-SLA/tmb

14th June 2021

Dear Parents and Carers,

Re: Proposed changes to school uniform – consultation

We have been in discussions in recent weeks with our school uniform suppliers and governors to consider the following:

1. What steps can we take to reduce the cost of our uniform as far as possible, providing parents/carers with opportunities to purchase more non-branded items of uniform?

2. How can we ensure our school uniform for both boys and girls is inclusive, supporting all students (including those students who identify themselves as transgender or non-binary) to wear uniform in accordance with their wishes?

We continue to recognise the value of having a uniform in encouraging identity with, and support for, the school's ethos, overcoming social difficulties which could otherwise separate students. Other advantages include:

- Safeguarding students (a clearly recognisable uniform makes it possible to identify strangers and affords a degree of safety as the students are part of an identifiable large body of people who will look out for each other on the way to and from school)
- Preparing students for the future (many jobs require staff to wear a uniform or to follow a dress code)
- Providing a prescribed standard and helping students understand the difference between formal and informal dress
- Eliminating potential stress on young people to purchase and wear expensive, fashionable items of clothing
- Establishing and reinforcing high expectations
- Instilling a sense of belonging and identity (uniform and team kits nurture cohesion and help our students to demonstrate pride in their school)
- Supporting positive behaviour and discipline

We believe that if our students look 'smart' they will take pride in their appearance, understand the importance of presentation and approach their learning with the right attitude.

Whilst we recognise young people's desire for self-expression, the inevitable interest of some (or many!) to rebel against any imposed uniform, and the time taken by school staff and parents/carers to reinforce expectations, we consider the many benefits to outweigh any disadvantages.



**HAYES
SCHOOL**



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Notwithstanding the relative value for money that good quality uniform represents, we also recognise the costs incurred by parents and carers when purchasing items of school uniform. For this reason, we have been reviewing the items of branded and non-branded uniform, benchmarking our costs against other schools and considering the rationale for our uniform items with the school logo.

Blazer: This is unique to the school carries the school badge/logo and identifies students as Hayes School students.

Tie: This is a relatively low cost-item, specific to Hayes School with the logo. The placement of the logo ensures ties are worn at an appropriate length. A separate tie is available (and optional) for Year 11 students.

Jumper: Our school jumper carries the school logo and ensures uniformity (different shades of blue or black jumpers are not permitted and would not be 'uniform' in style or colour)

Skirt: Our school skirt carries the school logo which enables easy identification of the school skirt being worn, ensures consistency across the school and that skirts are of an approved length.

Proposal from September 2021

From September 2021, our uniform list will allow boys and girls choice to wear a shirt and tie or blouse and a skirt or trousers, should they wish. (Trousers are currently optional for girls). See the attached proposed uniform list.

Proposal from September 2022

Our school uniform suppliers (Bromley Schoolwear and 121 Uniforms) supply quality shirts and trousers, although these do not carry the school logo and can therefore be purchased from a range of retail outlets.

Currently, however, our blouse is specific to Hayes School and is only supplied by our uniform suppliers. We consider that we could give greater choice and it is therefore proposed that from September 2022 (not September 2021) that a white revere blouse (non-specific to Hayes School) will be introduced and the blue and white striped blouse will be phased out. We consider that this will provide a reduction in cost to parents/carers and provide the opportunity to purchase this from other suppliers, including high street retailers and supermarkets (as well as our uniform suppliers).

There are no planned changes to our sports kit, which has recently been modified in response to feedback from students and is considered to be of good quality.

We are looking to confirm the proposed change (and any other changes) to our uniform with our suppliers before the end of the summer term in preparation for September 2022. The proposed change to our blouse will be phased in (from Year 7) and we expect legacy items of uniform to still be worn to avoid any additional costs to parents and carers with students already at the school.

In partnership with the Hayes School Parent Teacher Association, we have established a 'Nearly New' Uniform Store, which supports all students, parents and carers to acquire items of uniform at a significantly reduced price, especially when students outgrow items of clothing. We are immensely grateful to all who donate items of clothing to the school in support of this.

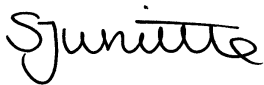
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We have compiled a short survey (12 questions) inviting parent feedback on our proposed uniform changes and any additional comments <https://hayesuniform.questionpro.com> If you have any further comments, please send these to consultation@hayes.bromley.sch.uk by Friday 25th June. We will also be seeking feedback from students in school.

Thank you in advance for your input into our decision making and for all you do, on a daily basis, to support and reinforce our standards and expectations for uniform with your child/children.

Yours faithfully



S J Whittle
Principal



S. Arney
Assistant Principal