



# Uniform Consultation Feedback



May 2014

# Consultation

- All changes to the Academy uniform proposed within the consultation came directly from suggestions we received from parents, carers or pupils.
- This was a genuine consultation process and no decisions had been taken in advance of this.
- A series of consultation events and surveys were held, as appropriate to the 'audience' in order to gain the widest possible participation.
- After preliminary discussions, a meeting was held with the academy's uniform suppliers to determine costs and availability.

# Proposed changes

<b>Proposed change</b>	<b>Reason for change</b>	<b>Timescale</b>	<b>Approximate Cost of item</b>
The multi-sport long sleeved PE top is made available as optional for girls.	This addresses issues raised by pupils and parent/carers in relation to girls' outdoor PE kit, particularly during colder weather.	This change can be made immediately.	£14.40 - £16.45
New PE polo shirts available for both boys and girls.	Boys do not currently have the option of a polo shirt for indoor PE. The white colour of the current girls' polo shirt has been raised as issue.	We would need to phase out the current white polo shirts, so new polo shirts would be introduced during 2014-15.	£10.80 - £12.30
Optional PE Micro-Fleece is available to boys as well as girls	Gives boys the same options as girls. May be popular with sports teams travelling to away fixtures.	This change can be made immediately.	£18.50 - £19.55

# Proposed changes

Proposed change	Reason for change	Timescale	Approximate Cost of item
Introduce trousers and skirts supplied by the school.	Many parents and carers have expressed concerns over not knowing whether skirts and trousers supplied by retailers as 'school wear' were acceptable under our Uniform Policy. This will ensure compliance and avoid confusion.	From September 2014.	Trousers £12 - £16  Skirts £11.25 -£13.35
School skirts must be 'on the knee'.	This will eliminate confusion for pupils as to what "no more than 5cm above the knee" actually means and allow more consistent application of the Uniform Policy.	From September 2014.	
Introduce a school blazer.	This is being contemplated in response to a number of requests for parent/carers and pupils. The blazer being considered is a high quality one which has matching trousers and skirts to give the impression of a tailored business uniform. If this change is made then school jumpers and cardigans would become optional uniform items.	Most likely to be a phased introduction from September 2014 and compulsory for all pupils from September 2015.	£28.20 - £32.30

**Girls Polo Shirt**



**Boys Polo Shirt**



**Girls multi-sport long sleeved top**



**Boys Micro-Fleece**



**Girls Colchester Skirt (matches blazer)**



**Girls Pleated Skirt**



**Girls Blazer**



**Boys Blazer**



# Parents and carers consultation process

- Initial discussions were held at the Parent and Carers' Forum event on 26<sup>th</sup> February 2014.
- Views expressed at this meeting held determine the focus of the online survey conducted in April/May 2014.
- Additional feedback and review of sample uniform items was then given at the Parent and Carers' Forum event on 7<sup>th</sup> May 2014.
- Results from the online survey were presented to the Governing Body on 13<sup>th</sup> May 2014.

# Pupil consultation process

- Initial discussions were held with the School Council during the early part of the Spring Term and helped to determine the focus of consultation in April/May 2014.
- An assembly for Years 7 to 10 was held on 23<sup>rd</sup> April to show pupils samples of the uniform and explain the proposed changes.
- The form representatives in Years 7 to collected the views of the pupils in each form class, who also had the opportunity to see the uniform samples.
- This information was then discussed at a meeting between the School Council and Mr Hardie on 6<sup>th</sup> May.
- Views from the form reps and School Council were presented to the Governing Body on 13<sup>th</sup> May 2014.

# Staff consultation process

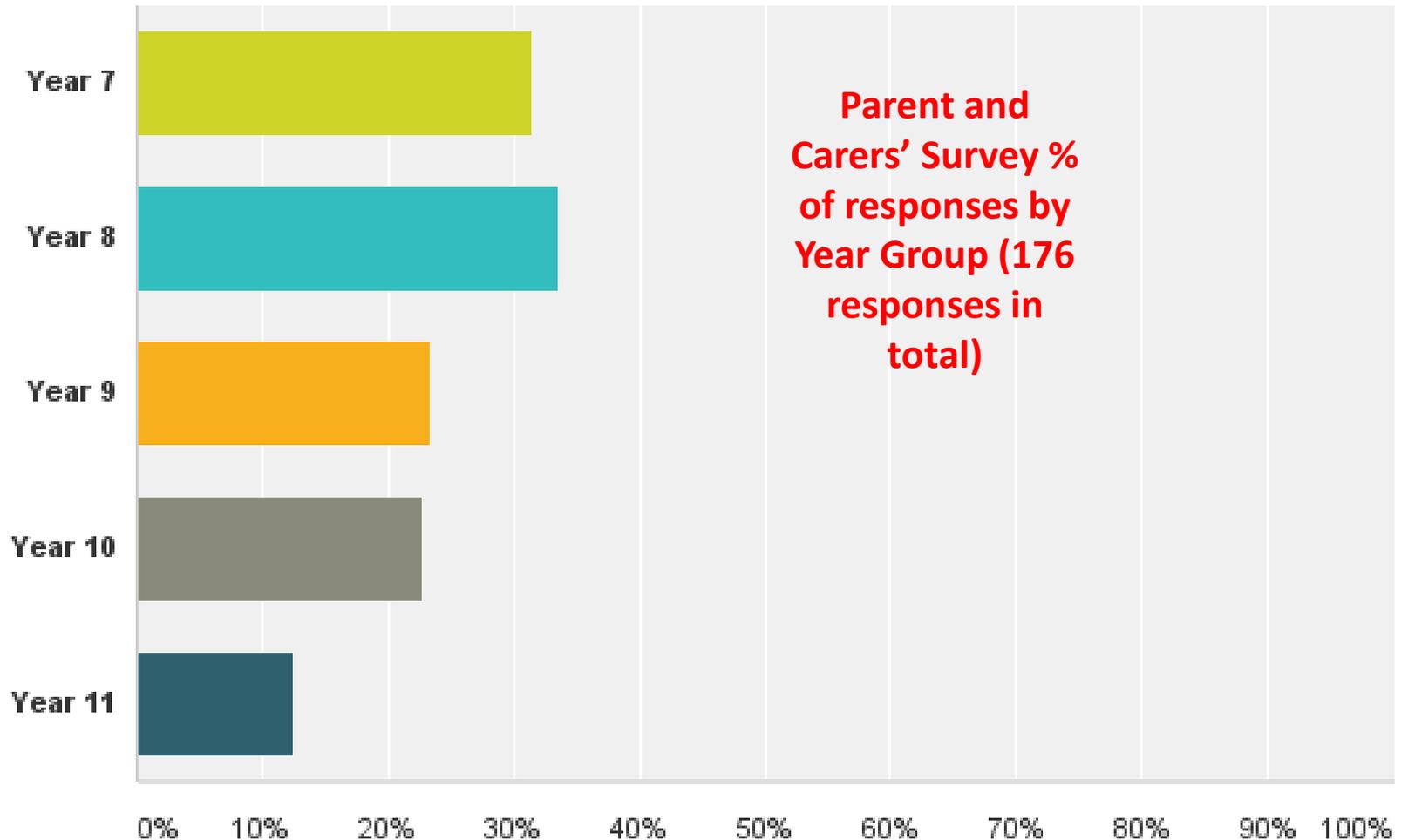
- Initial discussions were held with Staff during the early part of the Spring Term and helped to determine the focus of consultation in April/May 2014.
- An initial staff survey helped gather views and shaped the final consultation and proposed changes.
- Staff were offered the opportunity for a further online survey when firm consultation proposals and prices were available
- Views from the Staff were presented to the Governing Body on 13<sup>th</sup> May 2014.

# Consultation Results

- Broadly speaking, the views expressed in the consultations showed very strong agreement between Parent/Carers, Pupils and Staff.
- Therefore for simplicity , the graphs shown are from the Parent and Carer online survey, with additional comments to show where there were any differences between groups.

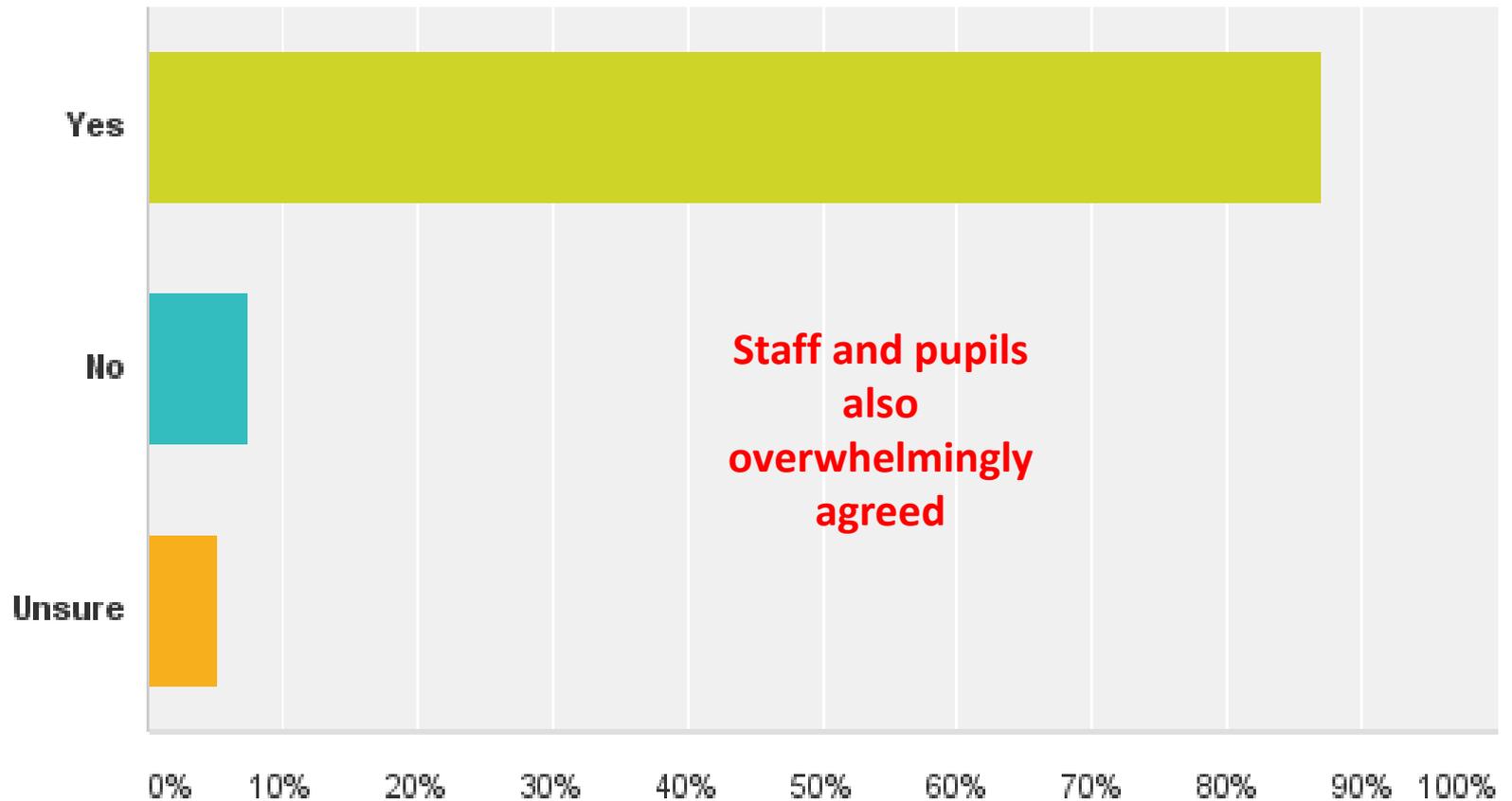
# Q1 Which year group(s) is your child/are your children in?

Answered: 175 Skipped: 1



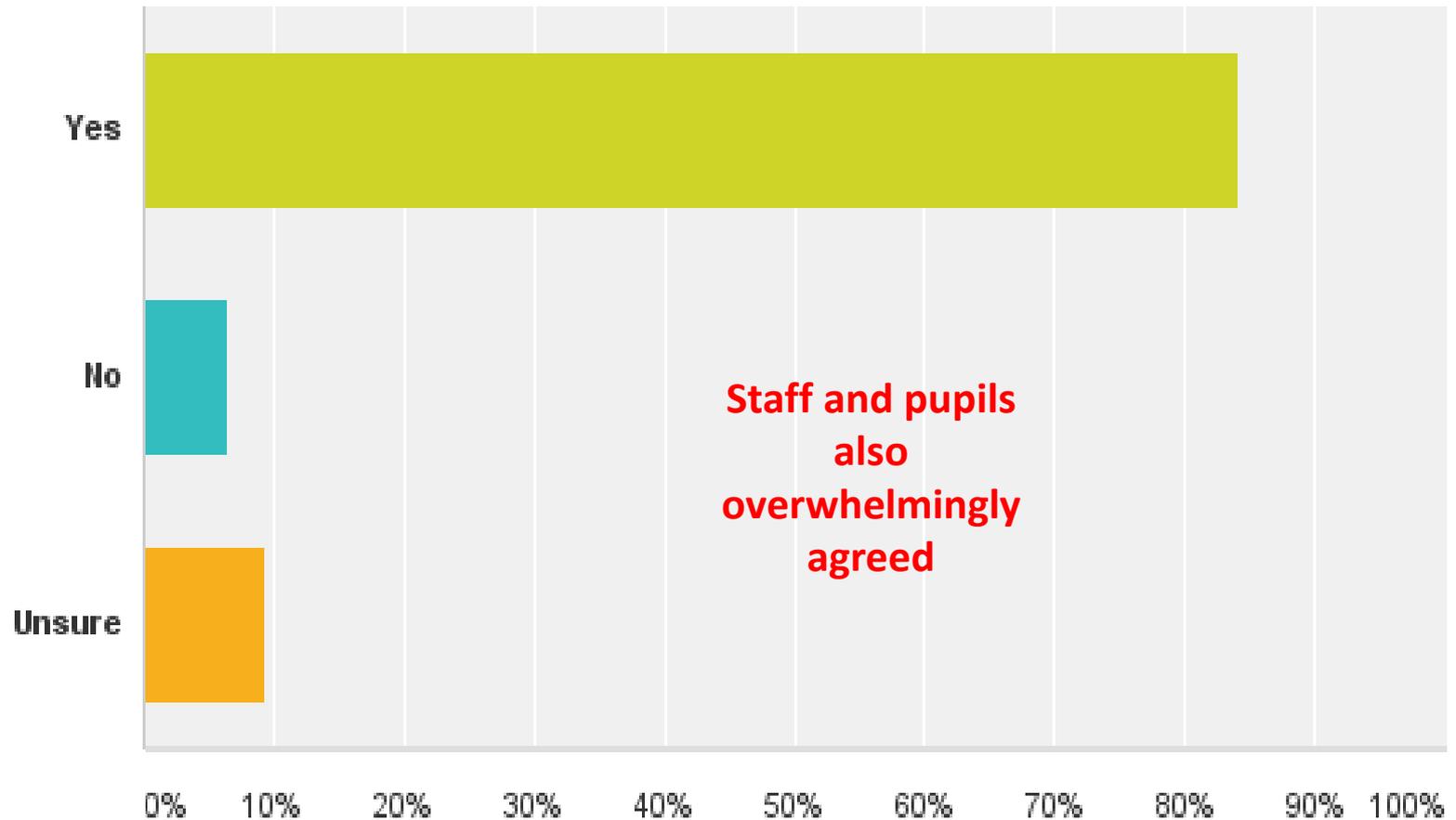
## Q2 Do you agree that the long-sleeved multi-sport PE top should be available as an option for girls?

Answered: 171 Skipped: 5



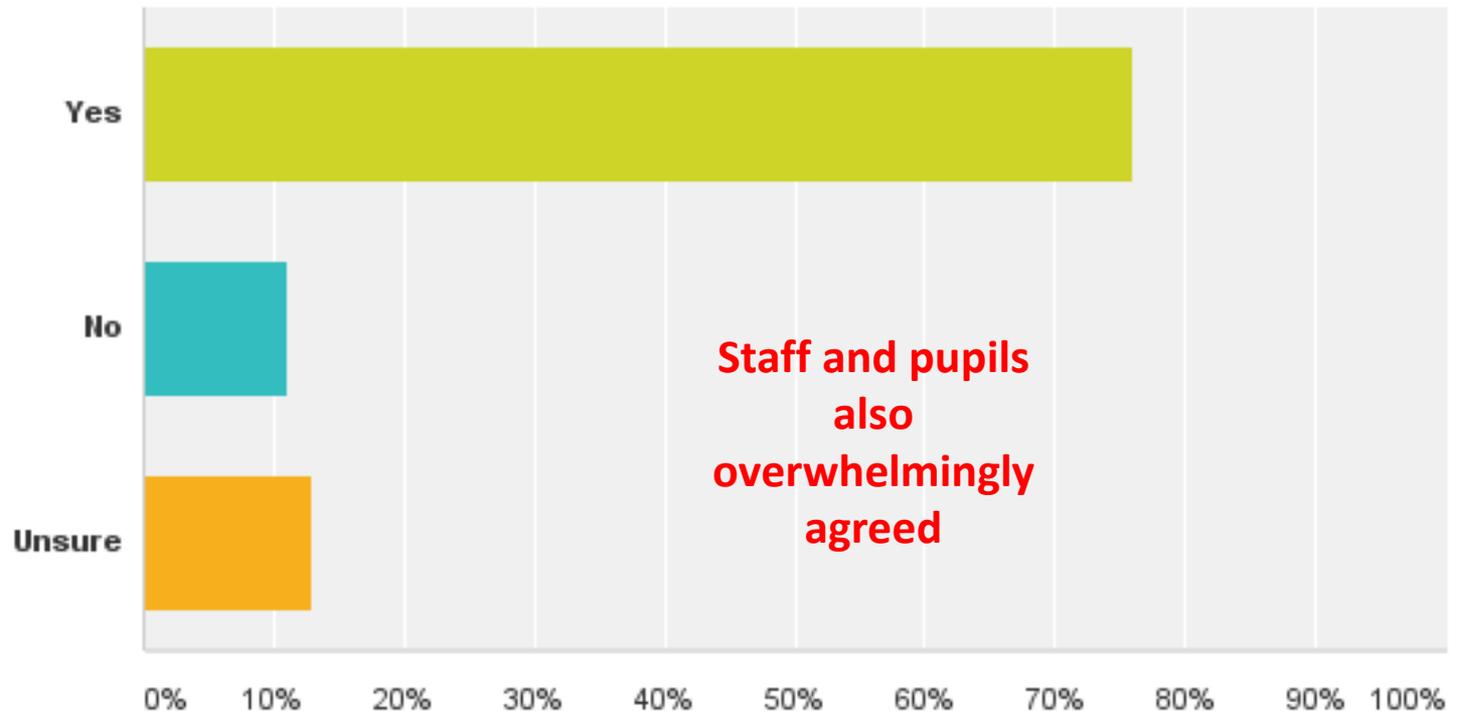
### Q3 Do you agree that PE polo shirts should be available as an option for boys?

Answered: 171 Skipped: 5



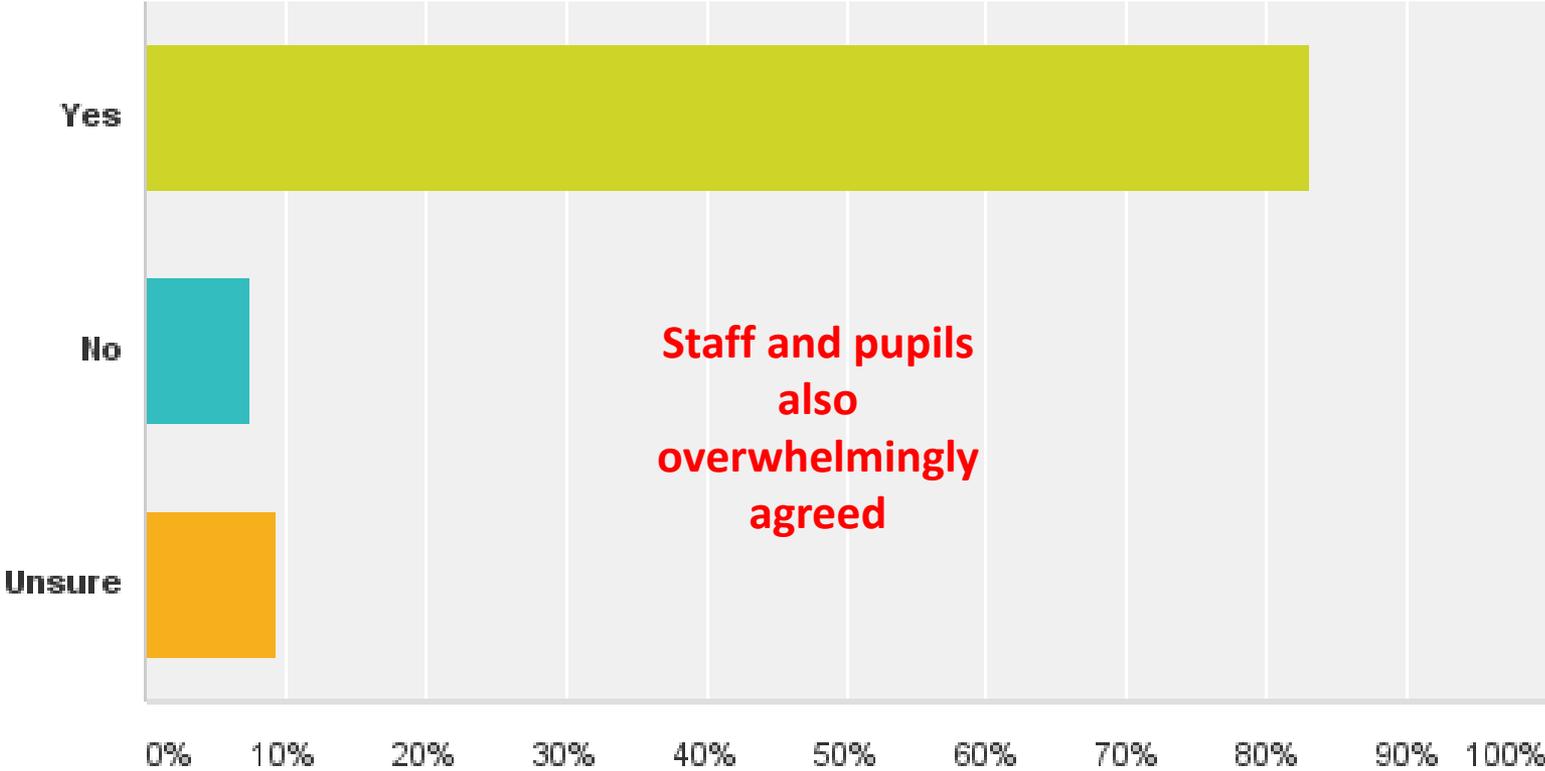
## Q4 Are you happy with the new PE polo shirt design?

Answered: 171 Skipped: 5



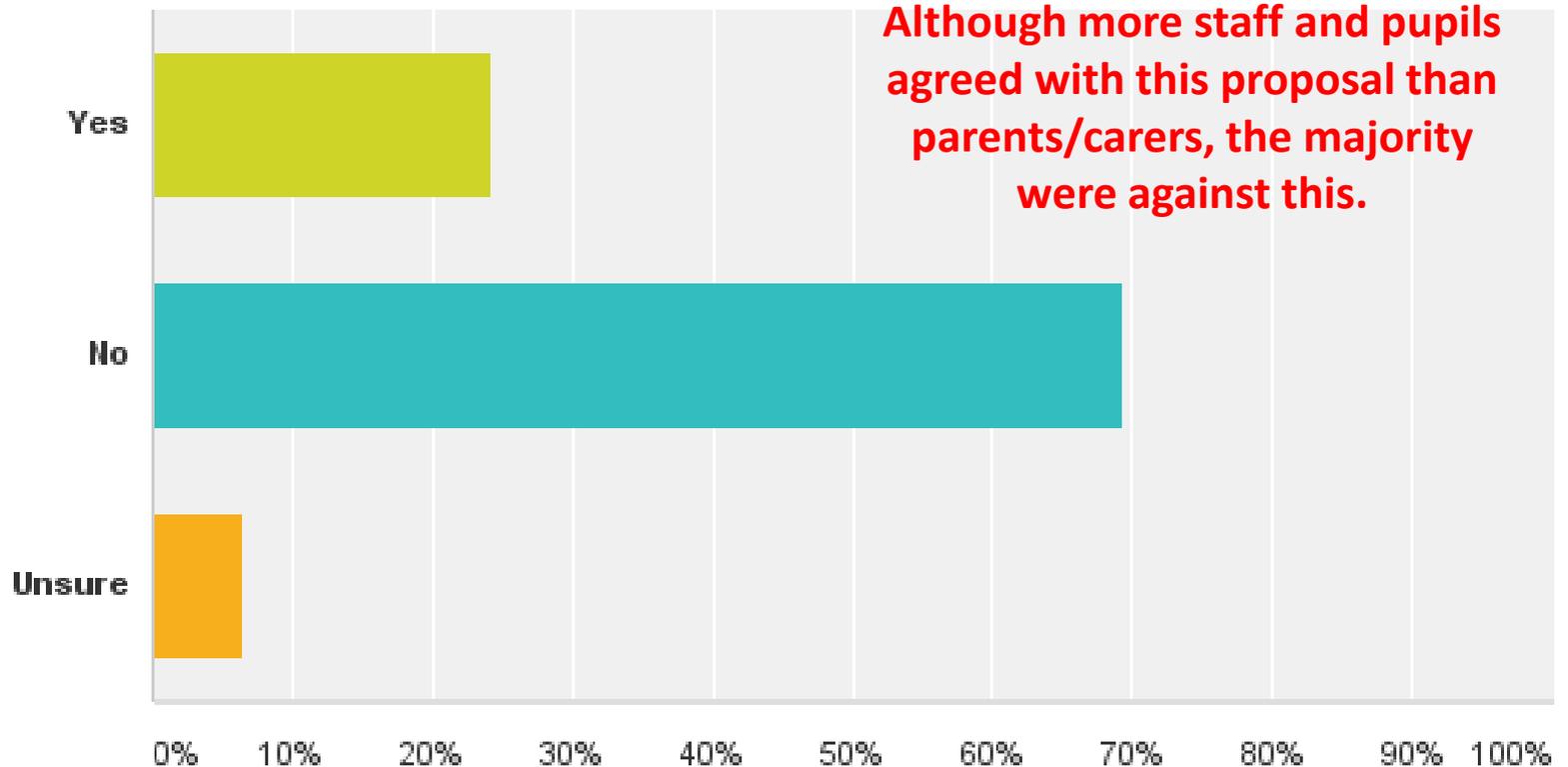
# Q5 Should the PE fleece top be available as an option for boys?

Answered: 171 Skipped: 5



## Q6 Should we introduce an academy blazer?

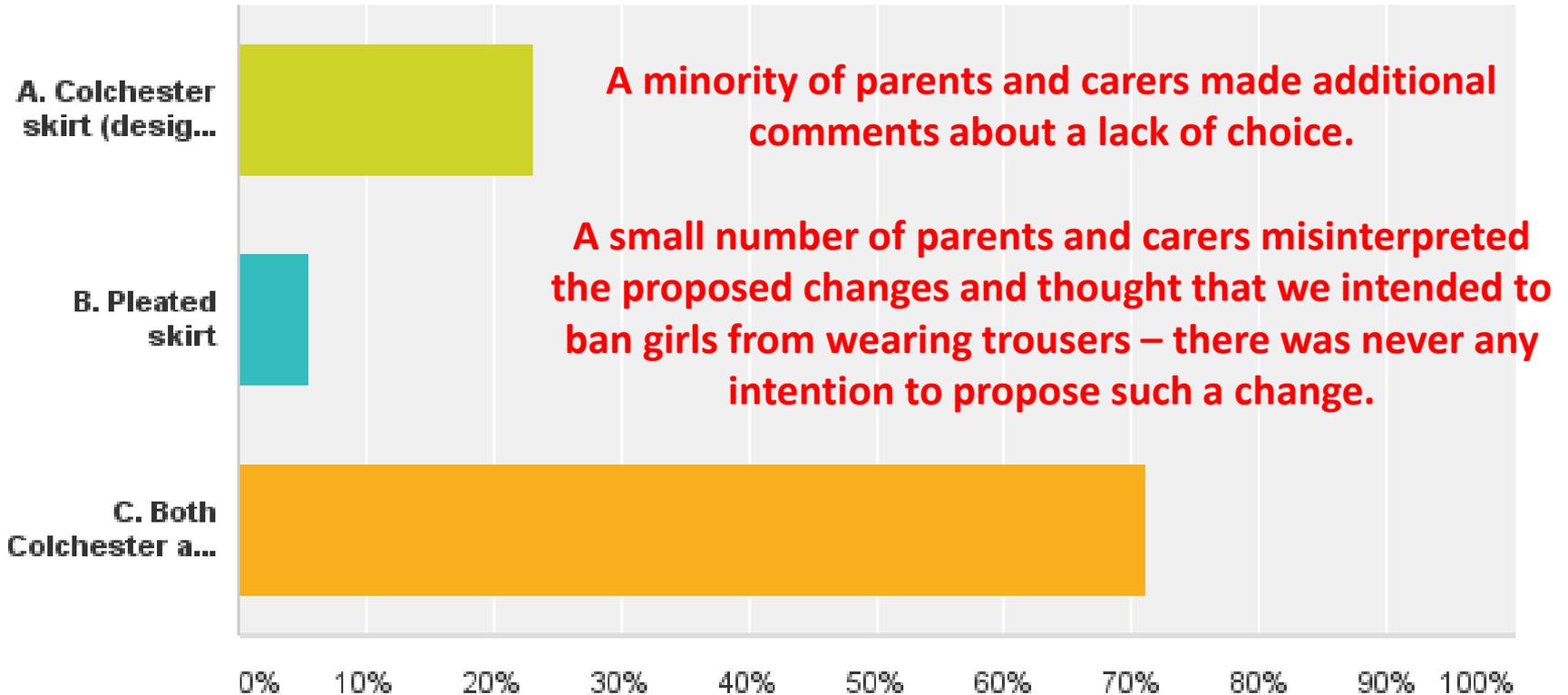
Answered: 169 Skipped: 7



## Q7 Which academy skirt do you prefer?

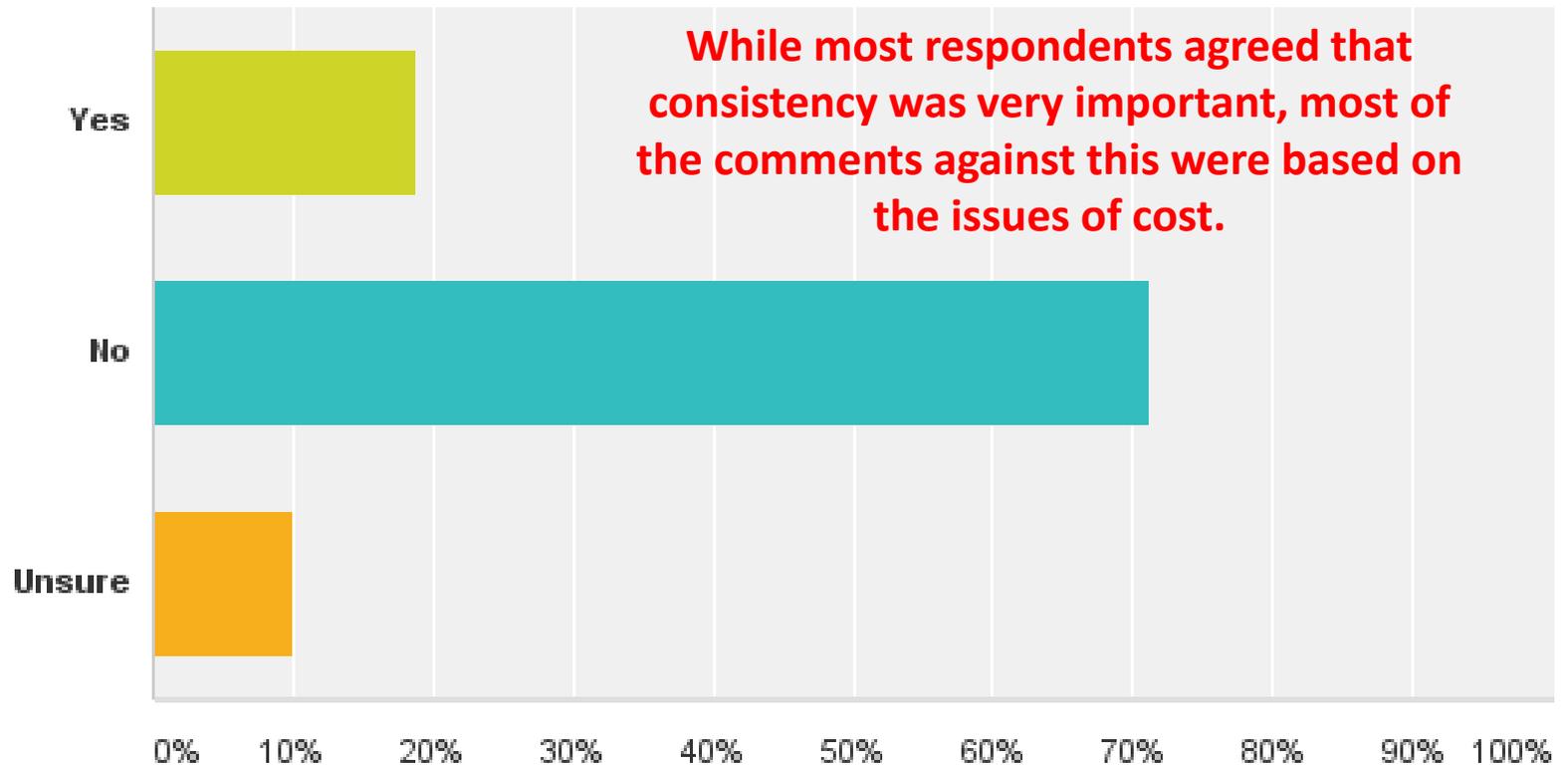
Answered: 142 Skipped: 34

**Staff and pupils also were in agreement here.**



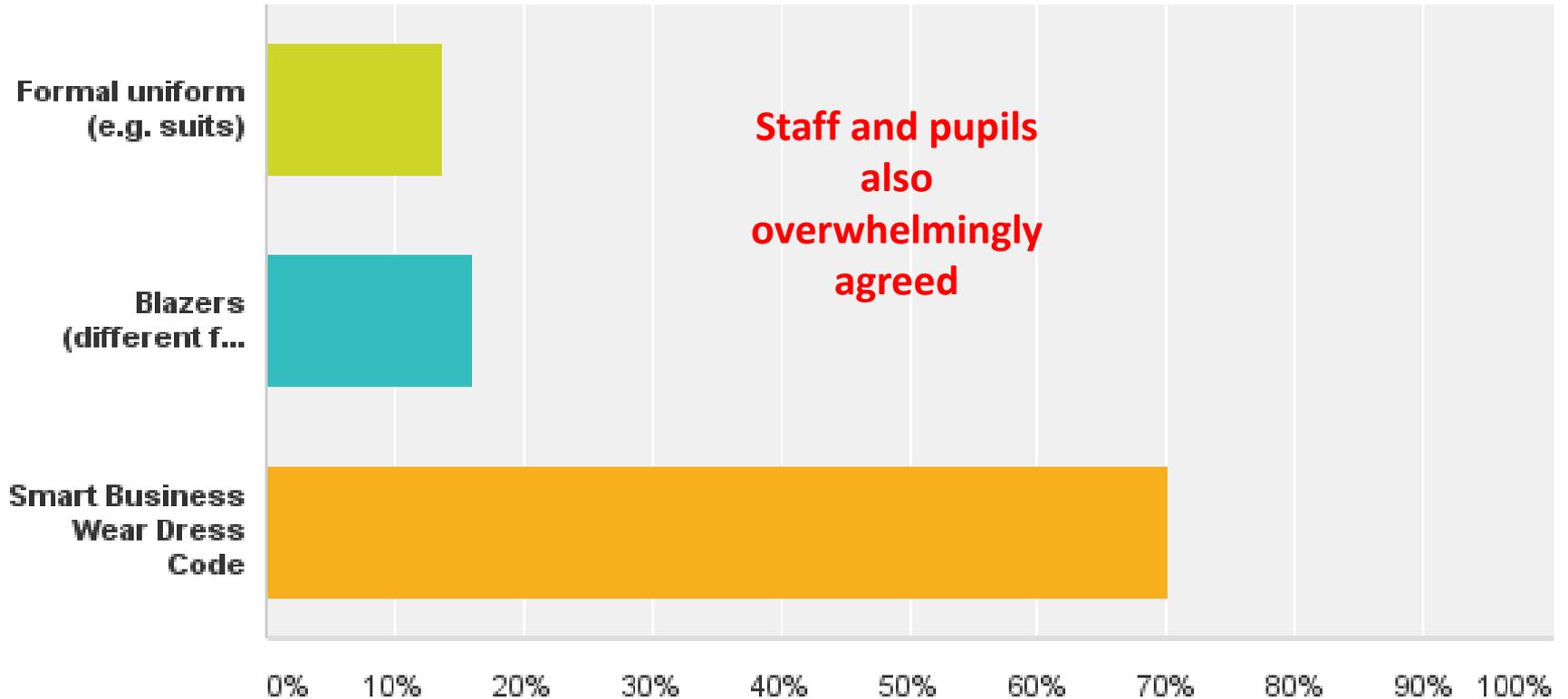
## Q8 Do you agree with the academy uniform supplier being the sole supplier for trousers and skirts to ensure consistency?

Answered: 170 Skipped: 6



# Q9 When we open our Sixth Form, what would your preferred option be?

Answered: 167 Skipped: 9



# Conclusions from consultations and decisions made by the Governing Body

Change	Conclusions from consultation	Governors
PE Kit proposals	Strong support for all suggestions for all groups.	<p><b>Phased change for polo shirts – both white and new royal blue polo shirts will be acceptable in 2014-15.</b></p> <p><b>All other changes can be made immediately.</b></p>
Blazers	No strong support for change	<b>Not to introduce blazers</b>
Skirt length	Majority in all groups accept the need for greater clarity	<b>Skirt length to change to “on the knee” in September 2014.</b>
Academy uniform supplier becomes sole supplier for skirts and trousers.	While there is acceptance of the need for greater clarity in terms of what is an acceptable school skirt, the main objection to a sole supplier is on cost.	<b>Make the skirts and trousers shown in the consultation available through our suppliers for 2014-15 but allow parents and carers to source matching styles of skirts or trousers from alternative suppliers if they wish.</b>

# Suggestions made during consultations and recommendations for the Governing Body to consider

Change	Conclusions from consultation	Recommendation to Governors
Introduce an Academy PE Rain Jacket	A number of pupils suggested that we introduce the option a royal blue rain jacket for outdoor PE, team competitions, etc.	We introduce this an option. First availability will depend on 'lead in' time for manufacturers.
Allow pupils to wear either the Academy fleece or Rain Jacket instead of black coat when travelling too and from school.	This was a suggestion made by a number of parents, carers and pupils during the consultation.	We would not wish to impose a standard Academy coat due to cost but we will be happy to allow the wearing of the Academy fleece or rain jacket as alternative to a plain black coat. Same rules would apply as for outdoor coats e.g. place in locker during lessons (other than PE).

# In conclusion

- We believe that as a result of a thorough consultation, the recommended changes will:
- Maintain the simplicity of the current uniform
- Avoid significant additional costs for parents/carers
- Provide the 'one stop shop' for purchasing uniform requested by a significant number of parents/carers
- Clarify the rules around skirts
- Give the choices to pupils they requested for greater flexibility with PE kit