



Fulford School

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28th February 2020

Dear Parent/Carer,

Fulford School Uniform Consultation

The governing body met on 25th February, to review the outcome of the formal consultation on proposals to change the school uniform. This letter confirms the decisions reached by governors and outlines a proposed implementation process.

The proposal:

The initial proposal was to move away from polo shirts, sweaters, hoodies and trainers and replace this with a blazer and tie, black shoes and no hoodies with effect from 1 September 2020.

The consultation process:

In addition to receiving 335 parental responses the Head consulted with the School Focus Group and obtained feedback from over 40 vertical tutor groups and from staff. This was a transparent process and not pre-determined as will be demonstrated by the findings outlined below.

The findings:

As Mr. Lewis said in his presentation to Governors, he entered into this consultation in good faith and it was no tick box exercise as some people claimed. All replies from staff, students and parents were presented to Governors who had 2 weeks to read, digest and analyse them. Several parents asked for feedback from this consultation with some asking how the different elements would be weighted. There was no weighting but Governors took into account the value of some of the points raised. Below I outline a short summary from the feedback:

Student feedback

Tutor groups sent in feedback, all of whom put forward reasoned arguments both for and against which reflects well on the fantastic students that are a credit to Fulford School and their parents.

In favour of change to Blazer and Tie	6
Against this change	20
Unsure	19

Student Focus Group - comprising 14 students from Years 7-9

In favour of change to Blazer and Tie	6
Keep Current Uniform	5
Unsure	4

Staff feedback

2:1 in favour of change

Parental feedback

Responses	335
In favour of Blazer and Tie	67
For change without blazer	20
Current uniform scruffy	72
Against change	190

No trainers	40
Thank you for consultation	96
Phase change in	59
Concern over waste / }	
Environmental impact }	88
Costs inaccurate	107

The Governors decisions:

At the Governors meeting it was decided unanimously to change the school uniform. In taking this decision Governors took into account feedback received from the consultation and consequently I outline below how this will be implemented.

1. At the governors meeting it was decided unanimously to change the school uniform to a non-branded trouser, white shirt and black shoes with the addition of a school tie and branded blazer. There could be the option of a school skirt and jumper.
2. Governors, informed by the outcome of the consultation, decided to phase in the implementation of formal dress from September 2020 for the new Year 7 cohort.
3. This new uniform will be voluntary for students in Years 8-11 (September 2020 – July 2021)
4. The new Uniform will be introduced for Years 7-10 from Sept 2021 with this being optional for Year 11.
5. Governors decided that there needed to be strict adherence to the current uniform going forward and that the following were not conducive to the academic ethos of this outstanding school; Trainers and Hooded sweatshirts. These will not form part of the school uniform from September 2020 for all Year 7-11 students.
6. Strict enforcement for all re black shoes, trousers and skirt from September 2020
7. School to investigate how any redundant uniform can be recycled
8. Support and advice to ensure that all pupils are able to access appropriate uniform will be provided and any parent who requires such assistance is invited to contact the school.

Mr. Lewis will be writing to parents in due course with further details relating to this change. The Headteacher produced revised costings for Governors and he will include these revised costings in his letter. Governors noted an actual saving based on these figures.

General Comments:

The governing body has asked me to thank parents for their participation in this consultation and for the constructive and thoughtful comments and suggestions made by the vast majority of those contributing. They have also asked me to express their disappointment and concern at the tone of some of the remarks, and in particular at those that made personal remarks against the Headteacher. Such comments, often made via social media, are totally against the spirit of the consultation and are at odds with the values of our school. While we acknowledge that not all will agree with the decision made and that differences of opinion will remain, it is vital that everyone respects the process undertaken and the decision reached.

Yours faithfully,



Steve Smith
Chair of Governors