

1. Attachments to email of 20.04.2023 (2 attachments)

Attachment 1: Health and Wellbeing - school uniform - working group - meeting 1 - agenda - April 2023.docx

School uniform working group

25 April 2023, 10.30am - 11.30am

Agenda

- Welcome and introductions
- Update on consultation
- Terms of Reference (paper 1)
- Next steps
- Dates of future meetings
- AOB

Attachment 2: Health and Wellbeing -- School uniform working group ToR - Draft - paper 1.docx

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

2. Attachments to email of 03.05.2023 (3 attachments)

Attachment 1: School Uniform Guidance - Note of School Uniform Guidance Working Group Meeting - 25 April 2023.docx;

Exemption FOISA s.25(1) - information otherwise accessible:

[Education: School Uniform Working Group minutes - April 2023 - gov.scot \(www.gov.scot\)](#)

Attachment 2: Health and Wellbeing -- School uniform working group ToR - Draft - edits DL 24.4.23.docx;

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

Attachment 3: School uniform working group - membership list - 3 May 2023.docx

Exemption FOISA s.25(1) - information otherwise accessible - [Education: School Uniform Working Group - gov.scot \(www.gov.scot\)](#)

3. Attachments to email of 18.05.2023 (1 attachment)

Attachment 1: Health and Wellbeing -- School uniform working group ToR - Draft - further edits DL May 23.docx

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

4. Attachments to email of 12.06.2023 (6 attachments)

Attachment 1: School uniform working group - 20 June 2023 - agenda.docx;

**School uniform working group
Tuesday 20 June 2023 – 11am – 12.30pm**

Agenda

Welcome and introductions

Minutes from the previous meeting

Consultation analysis report

Structure of guidance

Timeline

AOB

Attachment 2: Health and Wellbeing - School uniform guidance - suggested outline structure - Draft - June 2023.docx;

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

Attachment 3: School Uniform Guidance - Note of School Uniform Guidance Working Group Meeting - 25 April 2023.docx;

Exemption: FOISA s.25(1) - information otherwise accessible - [Education: School Uniform Working Group minutes - April 2023 - gov.scot \(www.gov.scot\)](https://www.gov.scot/Topics/education/school-uniform-working-group-minutes-april-2023)

Attachment 4: Health and Wellbeing - School uniform working group - draft terms of reference - updated 23 May 2023.docx;

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

Attachment 5: School uniform consultation analysis report - final draft.pdf;

Exemption: FOISA s.25(1) - information otherwise accessible - [School uniform: consultation analysis - gov.scot \(www.gov.scot\)](https://www.gov.scot/Topics/education/school-uniform-consultation-analysis)

FOI: 202400432709 - Communication with Schoolwear Association
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Attachment 6: Report from the Children's Parliament on engagement with children and young people on school uniform.pdf

Exemption: FOISA s.25(1) - information otherwise accessible - [Supporting documents - School uniform: consultation analysis - gov.scot \(www.gov.scot\)](#)

5. Attachments to email of 28.06.2023 (2 attachments)

Attachment 1: School Uniform Guidance - Note of School Uniform Guidance Working Group Meeting - 20 June 2023.docx

Note of School Uniform Guidance Working Group meeting - 20 June 2023 - Virtual Meeting

Attendees

[redacted s.38(1)(b)] - Scottish Government (Chair)
[redacted s.38(1)(b)] - Scottish Government
[redacted s.38(1)(b)] - Scottish Government
[redacted s.38(1)(b)] - Scottish Council of Independent Schools
[redacted s.38(1)(b)] - Educational Institute of Scotland
[redacted s.38(1)(b)] - Association of Heads and Deputies in Scotland
[redacted s.38(1)(b)] - Apparelxchange
[redacted s.38(1)(b)] - Carers' Trust
[redacted s.38(1)(b)] - NPFS
[redacted s.38(1)(b)] - NASUWT
[redacted s.38(1)(b)] - CELCIS
[redacted s.38(1)(b)] - Schoolwear Association
[redacted s.38(1)(b)] - YoungScot
[redacted s.38(1)(b)] - COSLA
[redacted s.38(1)(b)] - Connect
[redacted s.38(1)(b)] - Child Poverty Action Group Scotland

Apologies

[redacted s.38(1)(b)] - Scottish Autism
[redacted s.38(1)(b)] - Cool School Uniforms
[redacted s.38(1)(b)] – ADES
[redacted s.38(1)(b)] – Education Scotland

Welcome and introductions

The chair welcomed attendees to the meeting and introduced members who have recently joined the group.

Minutes of the previous meeting

The minutes from the previous meeting on 25 April 2023, were circulated for comment and the group indicated they were content for the minute to be published on the Scottish Government (SG) website.

The chair provided an update on the actions from the previous meeting. Updates are noted in the action log.

Update on the consultation analysis report

The chair shared the key principles of the guidance which had been a focus of one of the consultation questions. The group agreed that they were broadly content that the principles were appropriate. The following points were discussed.

Independent Schools

The group discussed the inclusion of independent schools within the scope of the guidance. It was noted that it was important to ensure that matters around affordability and equalities were considered for children and young people in all settings. However, it is recognised that there are concerns from the independent sector about their inclusion in statutory guidance. The Cabinet Secretary recently met with representatives of Scottish Council of Independent Schools (SCIS) to discuss their concerns in more detail. SCIS indicated that this had been a positive discussion and that the sector is keen to work together to address the issues related to school clothing affecting families. It was noted that there is an opportunity for continued dialogue and through guidance development, to share examples of good practice between the independent sector and local authorities.

Objective of the guidance

It was noted that schools and local authorities will continue to set their own policies, with the guidance providing a framework to ensure that issues such as affordability, equality and sustainability are considered when local policies are developed. The group agreed that the guidance will help to create a consistent approach across Scotland. It was noted that affordability was a key issue that the guidance would address, and this should include consideration of issues such as durability, washing and drying, comfort, maintaining white items and children's growth. The group agreed that the guidance should encourage a flexible approach and discourage schools from having prescriptive clothing policies which may impact on affordability. The group agreed that the guidance was an opportunity to promote sustainability and the circular economy.

Views and rights of children and young people

The group agreed that the views of children and young people should be central within the guidance. It was noted that the engagement by the Children's Parliament was with primary school pupils. However, workshops were also arranged with secondary school pupils. Child Poverty Action Group (CPAG) also indicated there is further research available on school uniform in secondary schools which will be shared with the group.

Action: Share research from CPAG.

The group noted that guidance should promote the right for children and young people to express their own individual identity within the school's broader identity. The group discussed compliance and noted that the key principles included an approach of no exclusion for non-compliance. It was noted that many consultation responses noted the tension between two of the principles – that there is no legal requirement to wear uniform and that there should be an appropriate response to non-compliance with uniform policies. The group will discuss at a future meeting the approach to compliance in the guidance.

Structure of the guidance

The chair sought the views of members about the proposed structure of the guidance and invited comments and contributions to the 'Jam Board.' The group

indicated that they were broadly content with the matters set out for inclusion in the guidance. The following points were raised in discussion:

- Expand section on 'dress-down days' to include all occasions where uniform is not worn. This includes school trips and special occasion such as school proms.
- The guidance should use good practice examples throughout.
- The guidance should consider uniforms in the senior phase uniforms and where separate ties, blazers or braiding is used for pupils within a school.
- The guidance should consider the transition between primary and secondary school and whether there are opportunities for closer alignment of generic items between cluster or feeder schools to help address issues of affordability and sustainability.
- The guidance should link with other policies, guidance and legislation throughout.

The Chair indicated that the 'Jam Board' would remain open for any other comments to be shared.

Action: Group to consider any further comment and include these on the Jam Board.

Timeline

The Chair shared the draft timeline with the group. It was noted that the proposed date of August 2024 for the guidance to come into effect may be problematic for suppliers. It was noted that the guidance would be non-statutory initially and convert to statutory guidance later in the Parliamentary term which would help to mitigate some of these concerns. It was also noted that early communication and engagement with interested parties would also support implementation.

The Chair noted that she will review the structure of the guidance taking account of the comments made and begin to develop some of the content of the guidance. This will be shared with the group for consideration by correspondence initially.

Action: share revised version of guidance structure by correspondence

Date of next meeting

The group agreed to meet again in August. A doodle poll will be circulated.

Actions log

Action	Status	Comments
SG to share a copy of the final version of the report with the group before formal publication.	Complete.	The analysis report has been circulated to the group for information. The publication date is still to be confirmed.
SG to share a copy of the final version of the report from the	Complete.	The report has been circulated to the group for information. The

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Children’s Parliament with the group before formal publication.		publication date is still be confirmed.
SG to update Terms of Reference (ToR) and share with the group for their agreement.	On-going	The ToR were updated following comments from the group and circulated for clearance. The group agreed that the ToR should be further updated to reflect the key themes from the Children’s Parliament Report. The Chair agreed to amend and recirculate to the group for further consideration. Once finalised, the ToR will be published on the SG website.
SG to issue a doodle poll to get an indication of members’ availability in late May.	Complete	

Attachment 2: Health and Wellbeing - School uniform working group - draft terms of reference - updated 20 June 2023.docx

School Uniform Working Group – draft terms of reference

Purpose

The School Uniform Working Group will work collaboratively to support the development of national guidance on school uniform and clothing. The group will explore the impact of policy of school uniform and clothing on families and, recognising the cost of school clothing as a significant barrier to participation in learning, will develop guidance to reduce the cost of school clothing, address disadvantage and promote inclusion. **The guidance will reflect the views of children and young people and consider issues that they have highlighted as important to them, such as comfort, identity, safety and fun.** The guidance will seek to remove barriers to learning and, through the adoption of an intersectional approach to policy development, will support schools and local authorities to continue to discharge their public sector equality duty. The guidance will also address equality and sustainability issues around school uniform and clothing policy.

It is intended that guidance will be non-statutory initially, converting to statutory guidance later in the Parliamentary term.

Drawing on evidence from the [public consultation on school uniform](#), the Children's Parliament's consultation with children and young people and other relevant sources, the group will consider issues arising and how these can be addressed through the development of national guidance. The working group will ensure that the views of children and young people are central to their considerations and will work closely with learners to seek their input and feedback. The group will ensure that feedback is provided to children and young people to demonstrate the impact of their contribution to this work.

The remit of the group includes:

- To consider evidence from the public consultation on school uniform and from other sources to identify key issues related to school clothing and seek ways to address these through the development of national policy, with a key aim of addressing issues of affordability, equalities, and sustainability.
- To support further development of key principles for school uniform policy and guidance, aligned to children's rights, equality, sustainability and reducing the cost of the school day.
- To contribute to and support drafting of national guidance on school uniform and clothing ensuring that it is informed by the views of children and young people and parents and carers and supports schools and local authorities to develop local policies on school uniform and clothing in line with the key principles.

Out of scope

It is not intended that school uniform in Scotland will be abolished, nor is it intended that there will be a national school uniform policy applied in all schools or that items will be mandated at national level. This is therefore out of scope of the working

group's considerations. Matters related to the criteria and implementation of the school clothing grant are also out of scope.

Membership

Scottish Government
COSLA
ADES
Education Scotland
Child Poverty Action Group
Scottish Council of Independent Schools
Education Institute of Scotland (EIS)
NASUWT – the Teacher's Union
National Parent Forum Scotland (NPFS)
Association of Head and Deputes in Scotland (AHDS) (tbc)
Connect
Young Scot
School Wear Association
Poverty Alliance
Carers' Trust
Centre for Excellence for Children's Care and Protection (CELCIS)
Scottish Autism
Competition and Markets Authority
Cool School Uniforms
Apparelxchange

The group will also call on the expertise and advice of any individual or organisation necessary to support consideration of particular aspects of the guidance as appropriate. This may include, but is not limited to, organisations who represent Black and minority ethnic children and young people, LGBTQ+ children and young people, organisations working with children and young people with disabilities and additional support needs, the [gender-based violence in schools working group](#), representatives of faith and belief organisations and Public Health Scotland.

It is expected that the working group will meet virtually every month. The Scottish Government will provide secretariat support to the group. Minutes of meetings will be published on the Scottish Government website.

6. Attachments to email of 17.08.2023 (3 attachments)

Attachment 1: School Uniform Guidance - Note of School Uniform Guidance Working Group Meeting - 20 June 2023 (002).docx

Exemption FOISA s.25(1) - information otherwise accessible - [Education: School Uniform Working Group minutes - June 2023 - gov.scot \(www.gov.scot\)](#)

Attachment 2: School uniform working group - 21 August 2023 - agenda.docx

School uniform working group

Monday 21 August 13.30-15.00

- Welcome and introductions
- Minutes from the previous meeting
- Draft guidance – points for discussion
 - Overall focus and structure of the guidance
 - Sustainability and interaction with affordability
 - Equality
 - Inclusion
 - PE and sport
 - Complaints
 - Compliance
 - Affordability
- Next steps

Attachment 3: School uniform and clothing in Scotland - DRAFT GUIDANCE.docx

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

7. Attachments to email of 07.09.2023 (2 attachments)

Attachment 1: School Uniform Working Group - Note of Meeting - 21 August 2023.docx;

Exemption - s25(1) - information otherwise accessible - [Education: School Uniform Working Group minutes - August 2023 - gov.scot \(www.gov.scot\)](https://www.gov.scot/Topics/education/school-uniform-working-group-minutes-august-2023)

Attachment 2: Equality and Inclusion section - uniform guidance.docx

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

8. Attachments to email of 05.10.2023 (3 attachments)

Attachment 1: School uniform working group - agenda - 12 Oct 2023.docx;

Working group - school uniform guidance

12 October 2023, 10am - 11.30am

Agenda

Welcome and introductions

Minutes and actions from the previous meeting

Discussion on updated draft of the guidance

Discussion on information / guidance for parents and carers and children and young people

Next steps

Date of next meeting

Attachment 2: School Uniform Working Group - Note of Meeting - 12 September 2023.docx;

Exemption FOISA s25(1) - information otherwise accessible - [Education: School Uniform Working Group minutes - September 2023 - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/education-school-uniform-working-group-minutes-september-2023/pages/1-10.aspx)

Attachment 3: School uniform and clothing in Scotland - DRAFT GUIDANCE.docx

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

9. Attachments to email of 07.11.2023 (1 attachment)

Attachment 1: School Uniform Working Group - Note of Meeting - 12 October 2023.docx

Exemption FOISA s25(1) - information otherwise accessible - [Education: School Uniform Working Group minutes - October 2023 - gov.scot \(www.gov.scot\)](#)

10. Attachments to email of 23.11.2023 (4 attachments)

Attachment 1: School uniform working group - 4 December - agenda.docx;

**School uniform working group
4 December, 13.30-15.00**

Agenda

- Welcome and introductions
- Minute and actions from previous meeting
- Update on guidance
 - Summary framework
 - Good practice
- Development of information for parents and carers and children and young people
- Next steps
- Date of next meeting

Attachment 2: School Uniform Working Group - Note of Meeting - 12 October 2023.docx;

Exemption s25(1) - information otherwise accessible - [Education: School Uniform Working Group minutes - October 2023 - gov.scot \(www.gov.scot\)](#)

Attachment 3: Health and wellbeing - School uniform and clothing in Scotland - DRAFT GUIDANCE - version updated 23.11.23.docx

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

Attachment 4: School uniform working group - 4 December - agenda.docx

Duplicate of attachment 1. Document provided above.

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11. Attachment to email of 06.12.2023 (1 attachment)

Attachment 1: School Uniform Working Group - Note of Meeting - 4 December 2023.docx

Exemption FOISA s 25(1) - information otherwise accessible - [Education: School Uniform Working Group minutes - December 2023 - gov.scot \(www.gov.scot\)](#)

12. Attachments to email of 25.01.2024 (2 attachments)

Attachment 1: Health and wellbeing - School uniform and clothing in Scotland -
DRAFT GUIDANCE - version updated 24.01.24.docx

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

Attachment 2: Health and wellbeing - School uniform and clothing in Scotland -
DRAFT GUIDANCE - clean static version - 25.01.24 - not for updating.docx

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

13. Attachments to email of 22.02.2024 (2 attachments)

Attachment 1: Health and wellbeing - school uniform guidance - exec summary Feb 24.docx

Exemption FOISA s.25(1) - information otherwise accessible - [School uniform and clothing in Scotland - A summary of guidance for schools and education authorities \(www.gov.scot\)](#)

Attachment 2: School Uniform Guidance - Information for Parents and Carers Feb 24.docx

Exemption FOISA s.25 (1) - Information otherwise accessible - [School uniform and clothing guidance: Information for Parents and Carers - gov.scot \(www.gov.scot\)](#)

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14. Attachments to email of 05.03.2024 (1 attachment)

Attachment 1: Health and wellbeing - School uniform and clothing in Scotland -
Final draft guidance - March 2024

Exemption: FOISA s.30(b)(ii) - free and frank exchange of views.

15. Attachments to email of 04.04.2024 (1 attachment)

Attachment 1: School uniform and clothing information for children and young people - final draft March 2024.docx

Exemption FOISA s25(1) - information otherwise available - [School uniform and clothing: a resource for pupils - gov.scot \(www.gov.scot\)](#)

1. Correspondence with Schoolwear Association - March / April 2023

From: [redacted s.38(1)(b)] @gov.scot
Sent: Tuesday, April 11, 2023 2:25 PM
To: [redacted s.38(1)(b)]
Subject: RE: School uniform guidance - working group

Hi [redacted s.38(1)(b)]

Thanks very much for confirming.

I have sent round a doodle poll to gauge availability for the first meeting - <https://doodle.com/meeting/participate/id/az6VAPqa>.

The morning of 25 April is looking like the most popular date at the moment.

Look forward to hearing from you following your AGM.

Best wishes
[redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]
Sent: 11 April 2023 12:20
To: [redacted s.38(1)(b)] @gov.scot
Subject: RE: School uniform guidance - working group

Dear [redacted s.38(1)(b)],

I hope you had a lovely bank holiday weekend.

Just a quick note to say we have confirmed the Schoolwear Association representative for the working group, but we just need for it to go through our AGM next week before officially confirming.

Is there an update on the first meeting?

Many thanks,
[redacted s.38(1)(b)]

[redacted s.38(1)(b)]
Senior Account Executive

[redacted s.38(1)(b)]

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From [redacted s.38(1)(b)] @gov.scot
Sent: Thursday, March 23, 2023 1:06 PM
To: [redacted s.38(1)(b)]
Cc: Schoolwear <schoolwear@wacomms.co.uk>
Subject: RE: School uniform guidance - working group

Dear [redacted s.38(1)(b)]

Thank you for coming back to me.

Yes of course, that is absolutely fine. I look forward to hearing from you to confirm the representative. I am aiming for the first meeting to take place either w/c 17th or 24th April, so will stay in touch with you meantime with any correspondence related to the group and meeting dates, etc.

Best wishes
[redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]
Sent: 23 March 2023 11:37
To: [redacted s.38(1)(b)] @gov.scot
Cc: Schoolwear <schoolwear@wacomms.co.uk>
Subject: RE: School uniform guidance - working group

Dear [redacted s.38(1)(b)],

I hope this finds you well. I am picking up your email on behalf of my colleague [redacted s.38(1)(b)].

Thank you very much for inviting the Schoolwear Association to join the working group - we would be delighted to accept.

We need to discuss internally who is best place to represent the Association in the group. Are we please able to get back to you within the next few weeks to confirm? Do let me know if there is a particular deadline for names you are working towards.

Thank you for the update on the consultation. We look forward to reading the final report.

Best wishes,
[redacted s.38(1)(b)]

[redacted s.38(1)(b)]
Senior Account Executive

[redacted s.38(1)(b)]

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From: [redacted s.38(1)(b)] @gov.scot
Sent: Wednesday, March 22, 2023 1:59 PM
To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]
Subject: School uniform guidance - working group

External email: please check this email is from a trusted source before you click links, open attachments or reply

Dear [redacted s.38(1)(b)] and [redacted s.38(1)(b)]

I hope you are well.

I am getting in touch to invite a representative from the School Wear Association to join the working group to support development of national guidance on school uniform.

Thank you for your response on behalf of the School Wear Association to the Scottish Government's consultation which sought views on school uniform to inform national policy and statutory guidance. The consultation closed in mid-October and we received over 2,500 responses. These have now been analysed and will be published shortly.

To further develop this work, I am seeking to establish a working group to support development of national guidance on school uniform. I would be very keen for the School Wear Association to be represented and I would be grateful if you could let me know as soon as possible if your organisation would like to be part of the group and confirm who the representative will be.

The first meeting of the group is planned for the latter half of April. The focus of this meeting will be to discuss and agree terms of reference for the group and consider timescales for development of the guidance over the course of the following months.

I would be happy to discuss if helpful.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

3. Correspondence to working group – May 2023

From: [redacted s.38(1)(b)]

Sent: Wednesday, May 3, 2023 9:40 AM

To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)] [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]

Cc: [redacted s.38(1)(b)] @gov.scot<

Subject: School uniform working group - follow up to meeting

Attachments: School Uniform Guidance - Note of School Uniform Guidance Working Group Meeting - 25 April 2023.docx; Health and Wellbeing -- School uniform working group ToR - Draft - edits DL 24.4.23.docx; School uniform working group - membership list - 3 May 2023.docx

Morning all

It was lovely to meet you all last week and I am very pleased to get this work underway.

With thanks to [redacted s.38(1)(b)], I have attached a draft minute of our meeting last week. I would be grateful if you could consider and let me know if you have any comments by 17 May.

I also attach an updated draft of our Terms of Reference which I have tracked changes to following our discussion. Could you please consider this and let me know if you are content or if you have any further suggested amendments by 17 May. You will see that following our discussion, I have added suggested additional members and tried to capture those groups or organisations we could seek input from. If you have any further suggestions or contacts, please do let me know.

Linked to this, [redacted s.38(1)(b)] from NASUWT has been in touch with me to suggest that we could consider hosting an session where equalities groups are brought together to share their lived experience in an informal way, with the aim of increasing awareness of all members of the working group to support development of the guidance. I have included [redacted s.38(1)(b)]'s suggestion below. Grateful if you could consider and let me know any initial thoughts and we can perhaps pick this up and discuss further when we meet again.

- “Further to the discussion regarding extending the group to ensure embedding of equalities, I'd like to suggest that we could perhaps have a discussion day - where groups advocating for equalities and representing young people and communities across the equality strands might be brought together to share their lived experience in an informal networking situation, the aim being to increase awareness of all members of SUWG. A kind of "equalities summit" if you will. This would enable all around the table to start from a position of awareness of how school clothing impacts Muslim or Sikh pupils, autistic pupils, trans pupils and others. If we could do

this at the start of the process then we start with a shared understanding of all barriers, thus removing the burden from that one person of having to constantly advocate for all. This would reduce the emotional burden of that one group member who has been invited to specifically represent minority communities. Where one person carries that responsibility inequality can be entrenched and an unhealthy imbalance created within the group.”

We agreed to meet again at the end of May. Grateful if you could complete the doodle poll indicating your availability for this meeting – <https://doodle.com/meeting/participate/id/engoJXRa>.

As requested, I have also attached a note of current membership of the group. Please let me know if I have missed anyone.

I hope to be in touch shortly to share a copy of the consultation analysis and CYP engagement reports and give an indication of the publication date. Meantime, please get in touch if you have any queries.

Best wishes

[redacted s.38(1)(b)]

4. Correspondence to working group – May 2023

From: [redacted s.38(1)(b)] @gov.scot

Sent: Thursday, May 18, 2023 7:07 PM

To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)] [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]

Cc: [redacted s.38(1)(b)] @gov.scot>

Subject: RE: School uniform working group - follow up to meeting

Attachments: Health and Wellbeing -- School uniform working group ToR - Draft - further edits DL May 23.docx

Dear all

I hope you are well and I am very sorry that I have not been in touch sooner.

Unfortunately, some of the times that were proposed for our next meeting are no longer suitable. I have updated the doodle poll with some amended dates and I would be very grateful if you could indicate again your availability. I am very sorry for the inconvenience of having to do this twice and that some of the dates are later than I had initially anticipated. <https://doodle.com/meeting/participate/id/engoJXRa>.

Unfortunately, I don't yet have an update on publication of the consultation analysis report or the report on the engagement with children and young people. I understand that this is frustrating and I really appreciate your patience. I will share this with you as soon as I am able.

I have received a couple of comments back on the Terms of Reference, with most indicating you are content. There has been one change suggested, which is indicated in the attached. If you have any further comments on the Terms of Reference, please let me know.

[redacted s.38(1)(b)]from Child Poverty Action Group has helpfully shared some research that has recently been carried out on the cost of education across the UK which I wanted to forward on as it is relevant to our work on school uniform. The [new research](#) sets out the typical costs across the UK for families to send their children to school. The study is by the Centre for Research in Social Policy at Loughborough University and is based on their Minimum Income Standard research, drawing on focus groups with parents of school aged children discussing the essential items their children need to attend school. CPAG colleagues have put together a briefing, [School Sums: What does going to school really cost families?](#) which summarises the key points and figures from the research.

Please get in touch if I can provide any further information and again I apologise for the delays in progressing this work.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

5. Correspondence with working group – June 2023

From: [redacted s.38(1)(b)] @gov.scot

Sent: Monday, June 12, 2023 5:05 PM

To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)]@stevenson.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]

Cc: [redacted s.38(1)(b)]@gov.scot>; [redacted s.38(1)(b)]@gov.scot>

Subject: School uniform working group - meeting 20 June

Attachments: School uniform working group - 20 June 2023 - agenda.docx; Health and Wellbeing - School uniform guidance - suggested outline structure - Draft - June 2023.docx; School Uniform Guidance - Note of School Uniform Guidance Working Group Meeting - 25 April 2023.docx; Health and Wellbeing - School uniform working group - draft terms of reference - updated 23 May 2023.docx; School uniform consultation analysis report - final draft.pdf; Report from the Children's Parliament on engagement with children and young people on school uniform.pdf

Dear all

I hope you are doing well.

Thank you for your patience while we have been finalising the consultation analysis report. I am waiting for confirmation on the final version for publication, however, I am pleased to be able to share the draft version with you, alongside the report from the Children's Parliament on their engagement with children and young people. **As these reports have not yet been published and the analysis report is in draft, they are being shared in confidence and must not be shared any further.** I will confirm the date for publication as soon as I can.

I also attach the minutes from our previous meeting, a final version of the Terms of Reference - incorporating your comments, and an agenda for our meeting on the 20th June. As you will see, the agenda includes an opportunity to discuss the evidence from the reports in more detail and consider how this will shape and inform the guidance.

In advance of our discussion, I have pulled together a very draft structure for the guidance and tried to note where our guidance will align with other policy areas, etc. The attached is very much a starter for 10 and I would welcome your thoughts when we meet. I hope to use a 'Jam Board' during the meeting to help capture views and there will be the opportunity for those who are unable to attend to input to that too.

I will also share at the meeting an outline timeline for guidance development which I will update to take account of the delay to the publication of the analysis report. We will discuss in more detail when we meet, and again, I would be very grateful for your input.

I look forward to seeing you next week. In the meantime, please get in touch if I can provide anything else.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

6. Correspondence with working group – June 2023

From: [redacted s.38(1)(b)]@gov.scot>

Sent: Wednesday, June 28, 2023 10:40 AM

To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]

Cc: [redacted s.38(1)(b)]gov.scot[redacted s.38(1)(b)]@gov.scot>

Subject: School uniform working group - publication of consultation analysis report and follow up to meeting on 20 June

Attachments: School Uniform Guidance - Note of School Uniform Guidance Working Group Meeting - 20 June 2023.docx; Health and Wellbeing - School uniform working group - draft terms of reference - updated 20 June 2023.docx

Dear all

I hope you are well.

I am pleased to be able to update you with a publication date for the consultation analysis report. The report is expected to publish tomorrow, Thursday 29 June, around 2pm. It will be available at : <https://www.gov.scot/isbn/9781805259442>. The reports from the Children's Parliament on school uniform and school milk will be available as supporting documents to the main publication. Please note that this link won't be live until after the reports have published on Thursday afternoon. The reports will initially publish as PDFs, with an HTML version to be added shortly after. The responses from the consultation will also be published on Thursday afternoon and will be available at: [School uniforms in Scotland - Scottish Government - Citizen Space \(consult.gov.scot\)](https://www.gov.scot/citizen-space/consultations/school-uniforms-in-scotland).

I want to thank you again for your patience as we have been finalising publication of these reports. I very much appreciate it.

Thank you also for coming along to our meeting last week. I attach the note of the meeting for your consideration. As we discussed, I also attach an updated version of the terms of reference to reflect the Children's Parliament report. I would be grateful if you could consider both of these and provide any comments by 18 July.

You will note from the minute that the 'Jam Board' is available to provide any additional feedback. You can access this here: https://jamboard.google.com/d/1QyDAUQ3JG-1i7xFroyYZAfAYsXzRPzZ6b7FsXq_Hx20/edit?usp=sharing. To add a comment, click on the fourth picture on the left hand side, that is labelled as "sticky note", add your comment and click "save". You can navigate through the frame by clicking the arrow buttons at the top of the slide.

Finally, I would be grateful if you could indicate in the doodle poll your availability for meetings in August and September.

August: <https://doodle.com/meeting/participate/id/b8E9PBod>

September: <https://doodle.com/meeting/participate/id/b8E9P7Wd>

I will be in touch over the coming weeks to share progress on the guidance structure and content. In the meantime, please get in touch if I can provide any help. I hope you are able to enjoy some time off over the summer period.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

7. Correspondence to working group – July 2023

From: [redacted s.38(1)(b)]@gov.scot

Sent: Wednesday, July 5, 2023 10:07 AM

To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]

Cc: [redacted s.38(1)(b)]gov.scot[redacted s.38(1)(b)]@gov.scot>

Subject: Further research - school uniform and clothing

Dear all

I hope you are well.

With thanks to [redacted s.38(1)(b)] from Child Poverty Action Group, I am pleased to share some additional research on school uniform and clothing that [redacted s.38(1)(b)] spoke about at our last meeting. I think there are some really helpful approaches highlighted, particularly around clothing for special occasions.

I hope you find this helpful. Please get in touch if you have any queries.

I've listed a few Cost of the School Day reports below which have a mix of child, young people and parent views included and I've pointed to relevant sections on school clothing.

- [Cost of the School Day Glasgow](#) – uniform pp. 14-17 – clothing for clubs and special occasions mentioned throughout
- [Cost of the School Day Dundee](#) – uniform pp. 8-12 – clothing for clubs and special occasions mentioned throughout
- [The Cost of Having Fun at School](#) - dressing up, non-uniform days, special occasions and celebrations pp.12-23
- [Talking about Costs and Money at School](#) - parent views on costs in general, including uniform
- [Uniform briefing](#) parent views on costs in general, including uniform

Also below are a few quotes from recent work over the last few months in secondary schools – this is obviously just a taster but I've tried to select ones that reflect the common themes and views we've been hearing most recently. These are very similar to lots of the experiences and views named in the reports above.

- "If you don't have the right things you'll be feeling alienated, losing out on some experiences." (S4 student)
- "If there is a really strict uniform parents struggle to buy it, it is costly for some people." (S6 student)

- “I think really strict school uniform is outdated. As long as you are not wearing anything too extreme and you are wearing only black this would help with the competition to have the best.” (S3 student)
- “Folk are always judging folk about shoes, bags and clothes.” (S3 student)

We also come across lots of great practice in terms of affordable poverty aware policies, uniform provision and clothing grant promotion: "You can go to Mrs X and she will give you uniform, there are free ties and assemblies about free uniform, you can email and ask which makes it quite private." (S4). We have lots of useful case studies in the uniform section of the [Cost of the School Day Ideas Bank](#) along these lines if you want to have a look.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

8. Reply to Scottish Government from Schoolwear Association representative – July 2023

From: [redacted s.38(1)(b)]@Stevensons.co.uk>
Sent: Wednesday, July 5, 2023 10:19 AM
To: [redacted s.38(1)(b)]@gov.scot>
Subject: Re: Further research - school uniform and clothing

Can I just note that the data given by the children's society regarding costs of uniform is data gathered from English parents and not Scottish parents, that is putting aside its very spurious findings

Sent from my iPhone

On 5 Jul 2023, at 12:07, [redacted s.38(1)(b)] @gov.scot wrote:

Dear all

I hope you are well.

With thanks to [redacted s.38(1)(b)] from Child Poverty Action Group, I am pleased to share some additional research on school uniform and clothing that [redacted s.38(1)(b)] spoke about at our last meeting. I think there are some really helpful approaches highlighted, particularly around clothing for special occasions.

I hope you find this helpful. Please get in touch if you have any queries.

I've listed a few Cost of the School Day reports below which have a mix of child, young people and parent views included and I've pointed to relevant sections on school clothing.

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1. "If you don't have the right things you'll be feeling alienated, losing out on some experiences." (S4 student)
2. "If there is a really strict uniform parents struggle to buy it, it is costly for some people." (S6 student)
3. "I think really strict school uniform is outdated. As long as you are not wearing anything too extreme and you are wearing only black this would help with the competition to have the best." (S3 student)
4. "Folk are always judging folk about shoes, bags and clothes." (S3 student)

We also come across lots of great practice in terms of affordable poverty aware policies, uniform provision and clothing grant promotion: "You can go to Mrs X and she will give you uniform, there are free ties and assemblies about free uniform, you can email and ask which makes it quite private." (S4). We have lots of useful case studies in the uniform section of the [Cost of the School Day Ideas Bank](#) along these lines if you want to have a look.

Best wishes
[redacted s.38(1)(b)]

[redacted s.38(1)(b)]Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

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[redacted s.38(1)(b)]
co-CEO

[redacted s.38(1)(b)]
www.stevensons.co.uk

THE STEVENSON GROUP



Registered Office: Uniform House, 7 Acrewood Way, St Albans, Hertfordshire, AL4 0JY
Registered in England No 601283

9. Scottish Government reply to Schoolwear Association Representative – July 2023

From: [redacted s.38(1)(b)]@gov.scot
Sent: Thursday, July 6, 2023 9:27 AM
To: [redacted s.38(1)(b)]@Stevensons.co.uk>
Subject: RE: Further research - school uniform and clothing

Thanks for your feedback [redacted s.38(1)(b)], I have noted.

Best wishes
[redacted s.38(1)(b)]

[redacted s.38(1)(b)]Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government [redacted s.38(1)(b)]

From: [redacted s.38(1)(b)] @Stevensons.co.uk>
Sent: Wednesday, July 5, 2023 10:19 AM
To: [redacted s.38(1)(b)]@gov.scot>
Subject: Re: Further research - school uniform and clothing

Can I just note that the data given by the children's society regarding costs of uniform is data gathered from English parents and not Scottish parents, that is putting aside its very spurious findings
Sent from my iPhone

On 5 Jul 2023, at 12:07, [redacted s.38(1)(b)]@gov.scot wrote:

Dear all

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I hope you find this helpful. Please get in touch if you have any queries.

I've listed a few Cost of the School Day reports below which have a mix of child, young people and parent views included and I've pointed to relevant sections on school clothing.

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4. [Talking about Costs and Money at School](#) - parent views on costs in general, including uniform
5. [Uniform briefing](#) parent views on costs in general, including uniform

Also below are a few quotes from recent work over the last few months in secondary schools – this is obviously just a taster but I’ve tried to select ones that reflect the common themes and views we’ve been hearing most recently. These are very similar to lots of the experiences and views named in the reports above.

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2. "If there is a really strict uniform parents struggle to buy it, it is costly for some people." (S6 student)
3. "I think really strict school uniform is outdated. As long as you are not wearing anything too extreme and you are wearing only black this would help with the competition to have the best." (S3 student)
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We also come across lots of great practice in terms of affordable poverty aware policies, uniform provision and clothing grant promotion: "You can go to Mrs X and she will give you uniform, there are free ties and assemblies about free uniform, you can email and ask which makes it quite private." (S4). We have lots of useful case studies in the uniform section of the [Cost of the School Day Ideas Bank](#) along these lines if you want to have a look.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

[redacted s.38(1)(b)]Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

11. Correspondence from Schoolwear Association representative - August 2023

From: [redacted s.38(1)(b)]@Stevensons.co.uk>

Sent: Friday, August 18, 2023 2:31 PM

To: [redacted s.38(1)(b)]@gov.scot>

Subject: RE: School uniform working group - papers for meeting - Monday 21 August

Dear [redacted s.38(1)(b)],

Thank you for your email and the documents received, I trust you are well and have had a chance for a break over the summer as well?

On the whole I am very supportive of the document but there are some points I would like to raise please.

- Page 9 "Schools should avoid high-cost items such as blazers". I would estimate that over 90% of secondary schools in Scotland have a blazer as part of their uniform and I know that school leaders see these items as a critical part of their uniform policies. I also feel that the wording "high-cost" is subjective and not appropriate. Plain non branded blazers purchased from the high street are not expensive and the garments are very robust meaning that they can last for many years, be passed down through siblings and through second hand provision, they offer terrific value for money. Please may I ask that the words "such as blazers" are removed.
- Page 9 "Schools should not specify items as part of their uniform or clothing policy that are only available from a specialist supplier". If we follow this through to the letter of the guidance then no school could have a school tie as part of their uniform being sold through a supplier, the school could purchase themselves and sell through the school office to circumnavigate it but the same could then be said for blazers or any other item of branded uniform. This point is too wide sweeping and open to interpretation that could cause wide spread damage to our industry, I would ask that it is removed please. It also conflicts further on where it states that branded uniform is permissible, but where would you then get it from if it wasn't a specialist supplier?
- Page 10 "Where branded items are included as part of a schools uniform policy, these items should not be compulsory" At the end of the day the requirement to wear uniform is not legally binding anyway, however putting this to one side, the guidance would thus mean that schools could not make a tie compulsory. Also branded items would in theory only come from a specialist supplier which on the point above you have said should not be used. I would ask that the first two sentences of this point are taken out please.
- Page 10 "Schools should avoid including high-cost items such as blazers..." please can we remove the words "blazers or other"

Obviously we can discuss on the call on Monday in more depth but I hope these requests will be seriously considered

Kind regards and have an enjoyable weekend
[redacted s.38(1)(b)]

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[redacted s.38(1)(b)]
co-CEO

[redacted s.38(1)(b)]
www.stevensons.co.uk

THE STEVENSON GROUP



From: [redacted s.38(1)(b)]@gov.scot>
Sent: 17 August 2023 14:00
To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]
Cc: [redacted s.38(1)(b)]@gov.scot; [redacted s.38(1)(b)]@gov.scot
Subject: School uniform working group - papers for meeting - Monday 21 August

Dear all

I hope you are well and have enjoyed some time off over the summer.

I am sorry to be sharing the papers with you later than I had intended – I had wanted to make as much progress as I could with the draft guidance.

I have attached an initial draft of the guidance. It is very much a work in progress, and there are some sections which are incomplete or need some further thought. The draft guidance is informed by the consultation responses and discussions we have had as a group so far.

As our discussions so far have focussed mainly on affordability, these are the sections which are most developed. It would be helpful to use Monday's meeting to discuss the overall approach of the guidance and focus on the sections that need more consideration and input from you. To help with that, I have included some comments throughout the guidance document and the agenda highlights some points for discussion.

There will of course be further opportunity to feedback and input to the guidance as a whole and any areas which require strengthening.

I also attach the minute of the previous meeting which has been updated with some minor amendments following comments from the group. These changes are highlighted in red for ease.

Looking forward to seeing you on Monday and I would be happy to catch up separately with anyone unable to make the meeting or who want to discuss further.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government [redacted s.38(1)(b)]

12. Correspondence between Schoolwear Association representative and Scottish Government – August 2023

From: [redacted s.38(1)(b)]@Stevensons.co.uk>
Sent: Monday, August 21, 2023 12:24 PM
To: [redacted s.38(1)(b)]@gov.scot>
Subject: RE: School uniform working group - papers for meeting - Monday 21 August

Hi [redacted s.38(1)(b)],
Thank you for your in depth and speedy response
I appreciate you comment about the feedback received on blazers but with supermarkets and high street retailers supplying blazers for as little as £14 (George at Asda for reference) I am not sure I agree. Blazers are cheaper than school shoes yet we aren't saying avoid school shoes. Could we please just reference higher-cost items
Many thanks
[redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]@gov.scot
Sent: 21 August 2023 09:48
To: [redacted s.38(1)(b)]@Stevensons.co.uk>
Subject: RE: School uniform working group - papers for meeting - Monday 21 August

Hi [redacted s.38(1)(b)]

I am well thank you and I did manage some time off during the summer, a bit of a distant memory now however. I hope you did too!

Thank you for your helpful comments. You're right, I think the bullet which states "Schools should not specify items as part of their uniform or clothing policy that are only available from a specialist supplier" is badly worded and could cause confusion – it should perhaps have been drafted as 'as a compulsory part of their uniform' to make it clearer. However, I have suggested removing this bullet on page 9, along with the bullet that references blazers, and including this instead in the following section on 'branded items'.

The guidance is trying to recognise that branded items can be an important part of school uniform and schools should not be prevented from including these items in their policies. However, they should be optional and not compulsory. I think it is important to reference blazers specifically as this was something that attracted a number comments in the consultation with some respondents suggesting that they were expensive or not well suited to the Scottish climate. However, I am happy to look again at the wording around this.

Happy to pick up during the meeting this afternoon or separately if that's easier.

- Page 9 "Schools should avoid high-cost items such as blazers". I would estimate that over 90% of secondary schools in Scotland have a blazer as part of their uniform and I know that school leaders see these items as a critical part of their uniform polices. I also feel that the wording "high-cost" is

subjective and not appropriate. Plain non branded blazers purchased from the high street are not expensive and the garments are very robust meaning that they can last for many years, be passed down through siblings and through second hand provision, they offer terrific value for money. Please may I ask that the words “such as blazers” are removed. **I have suggested removing this bullet alongside the others highlighted and instead covering it on the following page under the ‘branded items’ section**

- Page 9 “Schools should not specify items as part of their uniform or clothing policy that are only available from a specialist supplier”. If we follow this through to the letter of the guidance then no school could have a school tie as part of their uniform being sold through a supplier, the school could purchase themselves and sell through the school office to circumnavigate it but the same could then be said for blazers or any other item of branded uniform. This point is too wide sweeping and open to interpretation that could cause wide spread damage to our industry, I would ask that it is removed please. It also conflicts further on where it states that branded uniform is permissible, but where would you then get it from if it wasn’t a specialist supplier? **I have suggested removing this bullet and covering on page 10, under ‘branded items’**
- Page 10 “Where branded items are included as part of a schools uniform policy, these items should not be compulsory” At the end of the day the requirement to wear uniform is not legally binding anyway, however putting this to one side, the guidance would thus mean that schools could not make a tie compulsory. Also branded items would in theory only come from a specialist supplier which on the point above you have said should not be used. I would ask that the first two sentences of this point are taken out please. **Taking out the bullet on the previous page, hopefully makes this part clearer**
- Page 10 “Schools should avoid including high-cost items such as blazers...” please can we remove the words “blazers or other” **Happy to look again at the wording – higher-cost items perhaps?**

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]@Stevensons.co.uk>

Sent: Friday, August 18, 2023 2:31 PM

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Subject: RE: School uniform working group - papers for meeting - Monday 21 August

Dear [redacted s.38(1)(b)],

Thank you for your email and the documents received, I trust you are well and have had a chance for a break over the summer as well?

On the whole I am very supportive of the document but there are some points I would like to raise please.

- Page 9 "Schools should avoid high-cost items such as blazers". I would estimate that over 90% of secondary schools in Scotland have a blazer as part of their uniform and I know that school leaders see these items as a critical part of their uniform policies. I also feel that the wording "high-cost" is subjective and not appropriate. Plain non branded blazers purchased from the high street are not expensive and the garments are very robust meaning that they can last for many years, be passed down through siblings and through second hand provision, they offer terrific value for money. Please may I ask that the words "such as blazers" are removed.
- Page 9 "Schools should not specify items as part of their uniform or clothing policy that are only available from a specialist supplier". If we follow this through to the letter of the guidance then no school could have a school tie as part of their uniform being sold through a supplier, the school could purchase themselves and sell through the school office to circumnavigate it but the same could then be said for blazers or any other item of branded uniform. This point is too wide sweeping and open to interpretation that could cause wide spread damage to our industry, I would ask that it is removed please. It also conflicts further on where it states that branded uniform is permissible, but where would you then get it from if it wasn't a specialist supplier?
- Page 10 "Where branded items are included as part of a schools uniform policy, these items should not be compulsory" At the end of the day the requirement to wear uniform is not legally binding anyway, however putting this to one side, the guidance would thus mean that schools could not make a tie compulsory. Also branded items would in theory only come from a specialist supplier which on the point above you have said should not be used. I would ask that the first two sentences of this point are taken out please.
- Page 10 "Schools should avoid including high-cost items such as blazers..." please can we remove the words "blazers or other"

Obviously we can discuss on the call on Monday in more depth but I hope these requests will be seriously considered

Kind regards and have an enjoyable weekend

[redacted s.38(1)(b)]

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[redacted s.38(1)(b)]

co-CEO

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish
Government | [redacted s.38(1)(b)]

13. Correspondence to working group – August 2023

From: [redacted s.38(1)(b)]@gov.scot

Sent: Thursday, August 24, 2023 10:18 AM

To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]

Cc: [redacted s.38(1)(b)]@gov.scot>; [redacted s.38(1)(b)]@gov.scot>

Subject: School uniform working group - follow up, October meeting and Cost of the School Day Voice

Dear all

Thank you for your input at the meeting on Monday.

I will circulate the minutes shortly. However, in the meantime, please continue to feedback your comments on the guidance so far and provide suggestions or wording for the content of the equality and inclusion sections. I suggest that these sections are the focus of our next meeting on 12 September, and I will share in advance of that meeting some suggested text for discussion and input.

It would be helpful if we also had a date in the diary for an October meeting. I would be grateful if you could indicate your availability in the doodle poll. I have tried to include a spread of dates to account for the October holidays -

<https://doodle.com/meeting/participate/id/bmypgxGb>

Finally, I want to draw your attention to the below email from Child Poverty Action Group which highlights a new equity network for children and young people taking action on school costs. Please share as appropriate through your networks.

Best wishes

[redacted s.38(1)(b)]

Dear colleague,

New equity network for children and young people taking action on school costs

[Cost of the School Day Voice](#) is a new network of children and young people taking action on school costs and having their say on poverty and education policy. The network is part of [Cost of the School Day](#) at [Child Poverty Action Group](#), supported by the Scottish Government's [Scottish Attainment Challenge Programme](#).

At Cost of the School Day, we know that young people care about fairness, rights and equity and have great ideas about making school more inclusive. Cost of the School Day exists to make sure that all children and young people feel included and ready to learn at school no matter what their income. Learners' voices are fundamental to making this happen. This new network will promote the work of equity groups already making [big changes](#) in their schools and support new groups from P5-S6 to form and get involved.

"If we're not heard then we can't make a difference." (S4 learner)

Any school in Scotland can join the Cost of the School Day Voice network. Children and young people taking part will have access to lots of great activities and opportunities over the year – learning about campaigning and awareness raising, developing resources, taking part in the Voice online meet up with other groups and trying out lots of specially designed activities. As groups develop, there will be the chance to showcase nationally what they are doing to challenge poverty and make their schools even more inclusive.

This is a great chance for children and young people to make a difference and take the lead on equity in their schools. We would be delighted if you could share this [sign-up link for the Cost of the School Day Voice network](#) with schools in your area, colleagues and any of your contacts who might be interested in getting involved.

"I suppose it's about making sure school costs don't get in the way of making sure everyone can feel equal." (S5 learner)

"Poverty is a serious issue and the kids can cope with talking about it actually, better than we can. If you give them the platform and give them the space you'll be blown away by what they're able to do and achieve." (Teacher)

When schools [sign up](#) for the network, they'll receive a welcome pack with everything they need to get their groups started, including a great opportunity for school communities to take part in the Cost of the School Day Big Question during Challenge Poverty Week this October.

[redacted s.38(1)(b)], our Cost of the School Day Participation Officer, is available to support your work and answer any questions at [redacted s.38(1)(b)]. The rest of the Cost of the School Day team is also on hand at CoSDVoice@cpagscotland.org.uk. If you are part of a youth organisation or are working with children and young people outwith school and would like to get involved, please get in touch.

Many thanks for your interest and we look forward to hearing from you soon.

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

14. Correspondence to working group – meeting 4 - September

From: [redacted s.38(1)(b)]@gov.scot>

Sent: Thursday, September 7, 2023 1:49 PM

To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]

Cc: [redacted s.38(1)(b)]@gov.scot>; [redacted s.38(1)(b)]@gov.scot>

Subject: School uniform working group - meeting - Tuesday 12 September 10.30-12

Attachments: School Uniform Working Group - Note of Meeting - 21 August 2023.docx; Equality and Inclusion section - uniform guidance.docx

Dear all

I hope you are well.

Thank you to everyone who has shared comments on the draft guidance. These have been very helpful. I have continued to update the guidance based on these comments and our discussions at the last meeting. I will provide an update at our meeting on Tuesday and will share the updated version with you following that.

At our meeting on Tuesday, I don't have a formal agenda but would like to focus discussion on equality and inclusion. I have pulled out this section from the main guidance and have attached it here. As you will see, I have suggested some text already and set out in the bullet points the areas that I suggest are included for us to discuss. I've also shared again the link to the report from the engagement with children to help our discussion -

www.gov.scot/binaries/content/documents/govscot/publications/consultation-analysis/2023/06/analysis-report-responses-consultation-school-uniform-scotland/documents/consultation-national-school-uniform-guidance/consultation-national-school-uniform-guidance/govscot%3Adocument/consultation-national-school-uniform-guidance.pdf

Please also find attached the note of our last meeting. We covered quite a lot of ground, so it may be that not everything has been captured. Please let me know if you have any comments by 25 September.

You will have seen that I have sent over diary holds for a meeting in October. I am not proposing we have 2 meetings, but we can discuss on Tuesday which date would work better.

Look forward to seeing you next week. Please get in touch meantime if I can provide anything else.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish
Government | [redacted s.38(1)(b)]

15. Correspondence to working group – meeting 5 – October 2023

From: [redacted s.38(1)(b)]@gov.scot>

Sent: Thursday, October 5, 2023 3:38 PM

To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]

Cc: [redacted s.38(1)(b)]@gov.scot>; [redacted s.38(1)(b)]@gov.scot>

Subject: School uniform working group - meeting 12 October

Attachments: School uniform working group - agenda - 12 Oct 2023.docx; School Uniform Working Group - Note of Meeting - 12 September 2023.docx; School uniform and clothing in Scotland - DRAFT GUIDANCE.docx

Dear all

I hope you are doing well. Thank you again for your patience as I have been updating the guidance and for all your comments and feedback.

Please find attached an agenda for our meeting next week and the note of our last meeting (with an apology for the delay in circulating this).

I also attach an updated draft of the guidance. We will discuss in detail at our meeting, however, happy to receive any comments or feedback in advance of that. As we discussed last time, I have also started to engage with other colleagues to get their input, particularly in the equality section and will reflect this in the guidance when it is received.

One thing that I did want to draw your attention to was the scope of the guidance. We had discussed previously whether the guidance would apply to all schools and I know that some of you had concerns about that. I mentioned that the Cabinet Secretary was keen to engage with the independent sector on this issue. The Cabinet Secretary has now had the opportunity to consider this further and following discussions with the independent sector and reflecting on evidence from the public consultation, has concluded that the guidance will apply to local authority schools only. It will be available to independent and grant-aided schools for their consideration and they will be encouraged to consider it in the development of their policies. The guidance has been updated to reflect this. Happy to discuss any issues relating to this either at our meeting or separately.

Looking forward to seeing you next week, but please get in touch if I can help with anything meantime.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

16. Correspondence to Schoolwear Association Representative – October 2023

From: [redacted s.38(1)(b)]@Stevensons.co.uk>
Sent: Thursday, October 12, 2023 10:05 AM
To: [redacted s.38(1)(b)]@gov.scot>
Subject: RE: School uniform working group - meeting 12 October

Hi [redacted s.38(1)(b)],

Thank you for your email and good news. Apologise for the delayed response, [redacted s.38(1)(b)].

All the best
[redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]@gov.scot
Sent: 05 October 2023 16:01
To: [redacted s.38(1)(b)]@Stevensons.co.uk>
Subject: FW: School uniform working group - meeting 12 October

Hi [redacted s.38(1)(b)]

Hope you are doing well.

I just wanted to get in touch separately about the scope of the guidance and the update below on the schools that it will apply to. Happy to have a chat if you have any concerns.

Best wishes
[redacted s.38(1)(b)]

[redacted s.38(1)(b)]
Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]@gov.scot
Sent: Thursday, October 5, 2023 3:38 PM
To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]
Cc: [redacted s.38(1)(b)]@gov.scot>; [redacted s.38(1)(b)]@gov.scot>
Subject: School uniform working group - meeting 12 October

Dear all

I hope you are doing well. Thank you again for your patience as I have been updating the guidance and for all your comments and feedback.

Please find attached an agenda for our meeting next week and the note of our last meeting (with an apology for the delay in circulating this).

I also attach an updated draft of the guidance. We will discuss in detail at our meeting, however, happy to receive any comments or feedback in advance of that. As we discussed last time, I have also started to engage with other colleagues to get their input, particularly in the equality section and will reflect this in the guidance when it is received.

One thing that I did want to draw your attention to was the scope of the guidance. We had discussed previously whether the guidance would apply to all schools and I know that some of you had concerns about that. I mentioned that the Cabinet Secretary was keen to engage with the independent sector on this issue. The Cabinet Secretary has now had the opportunity to consider this further and following discussions with the independent sector and reflecting on evidence from the public consultation, has concluded that the guidance will apply to local authority schools only. It will be available to independent and grant-aided schools for their consideration and they will be encouraged to consider it in the development of their policies. The guidance has been updated to reflect this. Happy to discuss any issues relating to this either at our meeting or separately.

Looking forward to seeing you next week, but please get in touch if I can help with anything meantime.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

the sub-group, please let me know. If you do want to be involved, please complete this [sub-group doodle poll](#) with your availability.

- We'll aim to have another meeting of the whole working group in November/early December. I would be grateful if you could complete this [working group November meeting doodle poll](#) with your availability. I'll share updates to the guidance by correspondence meantime.
- Finally, if you have any Comments on the note of our previous meeting on 12 September, please sent those over by 31 October.

Thanks again for your continued support with this work and I look forward to receiving your comments on the guidance. Please get in touch if there is anything you need meantime. I am on leave next week, but [redacted s.38(1)(b)] is available if there is anything urgent, otherwise I can pick up when I am back.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

- Introduction (Fulton MacGregor MSP)
- School clothing grant and school uniform banks ([redacted s.38(1)(b)], University of Aberdeen)
- Young people's perspective (Child Poverty Action Group Scotland)
- Parent's perspective (One Parent Families Scotland)
- School uniform bank
- Discussion

If you have any questions or would like more information, please get in touch.

Kind regards,

[redacted s.38(1)(b)], University of Aberdeen

[redacted s.38(1)(b)], Child Poverty Action Group Scotland

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)].

From: [redacted s.38(1)(b)]@gov.scot

Sent: Thursday, October 12, 2023 12:42 PM

To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevenson.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)] @educationscotland.gov.scot; [redacted s.38(1)(b)]; @educationscotland.gov.scot
Cc: [redacted s.38(1)(b)]@gov.scot>; [redacted s.38(1)(b)]@gov.scot>
Subject: School uniform working group - follow up to meeting

Dear all

Thank you for coming along to the meeting this morning – it was a really helpful discussion.

Just to follow up and for the benefit of those who weren't able to attend, I thought it would be helpful to summarise the key actions that we agreed. We'll circulate a note of the meeting as soon as we can, but hopefully this is helpful in the meantime in terms of next steps.

Actions from the previous meeting

- [redacted s.38(1)(b)], [redacted s.38(1)(b)] and [redacted s.38(1)(b)] will meet to discuss text to be included to support schools effectively engage with families.
- I'll link up with [redacted s.38(1)(b)] and [redacted s.38(1)(b)] to consider the development of a summary/flowchart/table which will set out the key aims, objectives and actions. Once drafted, we can agree where it should sit in the guidance (as an annex or at the beginning of the 'specific considerations' section). If anyone else would like to be involved in development of the summary, please let me know. [redacted s.38(1)(b)] shared a [new framework](#) that has been developed to support schools consider uniform and clothing policies. This may help to inform this summary.

New actions from today's meeting

- Comments on the current version of the draft guidance should be sent to me by 31 October. I will also reflect on your comments during the meeting about the structure and content.
- We will establish a sub-group to develop information for parents and carers, and children and young people. We'll aim to meet as soon as possible. A number of you volunteered to be involved but if you would like to be part of the sub-group, please let me know. If you do want to be involved, please complete this [sub-group doodle poll](#) with your availability.

- We'll aim to have another meeting of the whole working group in November/early December. I would be grateful if you could complete this [working group November meeting doodle poll](#) with your availability. I'll share updates to the guidance by correspondence meantime.
- Finally, if you have any Comments on the note of our previous meeting on 12 September, please sent those over by 31 October.

Thanks again for your continued support with this work and I look forward to receiving your comments on the guidance. Please get in touch if there is anything you need meantime. I am on leave next week, but [redacted s.38(1)(b)] is available if there is anything urgent, otherwise I can pick up when I am back.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

On 23 Nov 2023, at 12:22, [redacted s.38(1)(b)]@gov.scot wrote:

Dear all

I hope you are all doing well.

Thanks for all your comments and feedback on the draft guidance. I have attached an updated version for consideration. We can discuss when we meet on 4 December, but please do send any comments in the meantime. I've also attached an agenda for our meeting and the minute of our previous meeting on 12 October.

There are still some gaps in the guidance, including the summary and examples of good practice. On the summary, I have been in touch with [redacted s.38(1)(b)] from Aberdeen University to discuss the framework she has developed and we spoke about the possibility of aligning and including this within the guidance as a summary. I can give a further update when we meet. It would also be good to discuss examples of good practice and I would be grateful if you could begin to consider if there are any relevant examples that could be included. I've also linked in with Public Health Scotland who run the *Facing up to Poverty in Schools Practice Network* to ask them to consider sharing examples of good practice too. If there are any other relevant networks who might be able to support this, please let me know.

Thank you again for your support with this work and I look forward to seeing you on 4 December. Meantime, please get in touch if I can provide any additional information.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

[redacted s.38(1)(b)]

Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish
Government | [redacted s.38(1)(b)]

School Clothing Grant – a suggestion which came from some was to include an action for schools to consider their policy aligned to the amount payable for SCG, so that all items could be bought within that budget. I've made a suggested addition to the affordability section on this. Within that section, I've also suggested removing some of the bullet points which are duplicated elsewhere.

Case studies – I've added in some case studies throughout. If anyone has any others that they can share which focus particularly on inclusion and/or equality, that would be helpful.

I'd be really grateful for your feedback on these changes or any other issues by close **Tuesday, 6th February** if possible. Please also let me know if a meeting to discuss any of this would be helpful. I'm continuing to work on resources for parents and carers, and children and young people, and I'll be in touch again with the sub-group on that.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

Case studies – I've added in some case studies throughout. If anyone has any others that they can share which focus particularly on inclusion and/or equality, that would be helpful.

I'd be really grateful for your feedback on these changes or any other issues by close **Tuesday, 6th February** if possible. Please also let me know if a meeting to discuss any of this would be helpful. I'm continuing to work on resources for parents and carers, and children and young people, and I'll be in touch again with the sub-group on that.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

that the formatting in the track changes version is odd in places, for example, it doesn't always show text boxes in the correct place!

As I mentioned last week, the feedback has been really positive with most of the suggestions focusing on how the guidance could be streamlined to make it clearer and remove duplication. So, the majority of suggested changes are fairly minor. However, if I could draw your attention to a couple of suggestions which I have noted below and highlighted with comments in the attached versions. I would really appreciate your feedback on these points in particular.

Involving children and young people – I have added a new section to highlight the rights of pupils to be involved in decisions at school. This means that some of the duplication about involving children and young people can be removed from later in the document.

Summary – I have included a summary which attempts to summarise the key messages/actions from the key considerations sections. Grateful for amendments or feedback on this.

PE/Sport – To reduce length and duplication, I have suggested removing this as a stand-alone section and instead incorporated relevant information into the inclusion and affordability sections.

School Clothing Grant – a suggestion which came from some was to include an action for schools to consider their policy aligned to the amount payable for SCG, so that all items could be bought within that budget. I've made a suggested addition to the affordability section on this. Within that section, I've also suggested removing some of the bullet points which are duplicated elsewhere.

Case studies – I've added in some case studies throughout. If anyone has any others that they can share which focus particularly on inclusion and/or equality, that would be helpful.

I'd be really grateful for your feedback on these changes or any other issues by close **Tuesday, 6th February** if possible. Please also let me know if a meeting to discuss any of this would be helpful. I'm continuing to work on resources for parents and carers, and children and young people, and I'll be in touch again with the sub-group on that.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

28. Correspondence between Scottish Government and Schoolwear Association representative – March 2024

From: [redacted s.38(1)(b)]@gov.scot
Sent: Thursday, March 7, 2024 2:45 PM
To: [redacted s.38(1)(b)]@Stevensons.co.uk>
Cc: [redacted s.38(1)(b)]@gov.scot
Subject: RE: School uniform guidance - additional resources - for feedback

Hi [redacted s.38(1)(b)]

Thank you for your response.

I absolutely understand your ask that the guidance is clear and workable. That is something that Scottish Ministers share and we are committed to continuing to work with education authorities and other partners to ensure successful implementation.

Thank you for reaffirming your commitment to working with schools to support their decisions on their uniform policies following publication of the guidance. We would be happy to support that in any way we can.

Kind regards
[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]@Stevensons.co.uk>
Sent: Thursday, March 7, 2024 1:25 PM
To: [redacted s.38(1)(b)]@gov.scot
Cc: [redacted s.38(1)(b)]@gov.scot
Subject: RE: School uniform guidance - additional resources - for feedback

Dear [redacted s.38(1)(b)],

I appreciate your detailed response and I apologise for raising my comments so late in the day, I fully acknowledge your likely frustration.

Bearing in mind the stage of the guidance and inability to take substantial amendments on it, I am not sure of the merit in detailing things further. Please be reassured that it is my, as is yours, desire to have guidance that is clear and workable, and my comments are purely borne by the fact that I feel that the guidance in current form is too contradictory which will create confusion.

Branded uniform in Scotland is minimal outside of blazers and ties and my view is that if these items are lost and schools pursue a colour scheme of say black bottoms and white top then the idea of a “uniform” is lost. Schools and pupils consider a “uniform” to include an element of branding and to offer guidance suggesting that these items should not be promoted or encouraged, if successful, will bring about an end to what people consider to be “uniform”.

Once passed we will of course work with schools to support their decisions in making choices on what the right uniform policy is for their school.

Kind regards

[redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]@gov.scot

Sent: Thursday, March 7, 2024 11:55 AM

To: [redacted s.38(1)(b)]@Stevensons.co.uk>

Cc: [redacted s.38(1)(b)]@gov.scot

Subject: RE: School uniform guidance - additional resources - for feedback

Dear [redacted s.38(1)(b)]

Thank you for your email.

I am sorry that you feel you have been unable to give the draft guidance your full attention in recent months.

While I acknowledge your comments, I am afraid that at this stage guidance has been agreed by the majority of members on the working group and we are unable to take substantial amendments on it.

As you are aware, one of the clear aims of the guidance from the outset has been to support schools to consider ways in which they can reduce the cost of school uniform and clothing for families. This aim was clearly set out in the consultation paper and is included as part of the Terms of Reference of the working group. Affordability was one of the most prominent themes in the consultation, with generic or non-branded items being mentioned frequently as a way to support an affordable approach.

The working group have had considerable discussion on these issues and there is consensus among the vast majority of members that the wording in the guidance about branded items and blazers is appropriate and will support schools to achieve a more affordable approach. As you are aware, the working group includes representatives from across education, including local authorities, teachers, and school leaders. None of these members have raised similar concerns to you about the implementation of the guidance. The guidance has also been shared with members of the *Facing up to poverty in schools practice network* which includes representation from local authorities and school staff across Scotland whose remit includes poverty and education. This network has provided positive feedback and welcome the approach of the guidance in supporting a reduction in costs for families.

I note your concerns about the wording around branded items and that it states that these should not being compulsory nor promoted or encouraged by schools. This has been included in several iterations of the guidance that have been provided to the working group since at least October last year. There were considerable opportunities to provide feedback on this, either at meetings or through

correspondence. However, no concerns have been raised until now and I do not feel that this is a view that is shared by others in the working group.

I am pleased to acknowledge that I took on board the feedback you provided to me in August 2023. You will recall that you were keen to amend the reference to 'higher cost items' and this was removed and replaced with 'branded items'. The section on blazers was also amended to address your point about generic blazers that can be bought from high street shops.

The guidance makes clear that schools are not prevented from including branded items, including blazers and ties, within their policies. It provides schools with the autonomy to make their own decisions about the inclusion of these items but asks them to consider this in the context of affordability and other relevant factors and think about how these can be addressed.

I am disappointed by your comments suggesting that the guidance will lead to the abolition of school uniform in Scotland. Ministers have made it clear that is neither the purpose nor the intent of the guidance. Through engagement with the education sector as part of the working group, and beyond, I am confident that the guidance will be implemented appropriately and will support a reduction in the cost of the school day, supporting pupils and their families to overcome any barriers they face to accessing education.

As I mentioned previously, at this late stage I am unable to take on substantial changes to the guidance. However, I note your comments and will ensure that these are recorded appropriately.

I would be happy to discuss if that would be helpful.

Kind regards
[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]@Stevensons.co.uk>
Sent: Wednesday, March 6, 2024 9:32 PM
To: [redacted s.38(1)(b)]@gov.scot
Subject: RE: School uniform guidance - additional resources - for feedback

Dear [redacted s.38(1)(b)],

Thank you for sending me through the final version of the guidance.

Unfortunately, [redacted s.38(1)(b)], and as such I have not been able to give my full attention to this process.

Having now spent time analysing where the guidance is, it is quite disappointing to see how hostile the guidance has become towards "branded" uniform and in particular blazers. As noted in my emails to you in August, the vast majority of

s.38(1)(b)]@ @educationscotland.gov.scot; [redacted s.38(1)(b)]; @
@educationscotland.gov.scot
Cc: [redacted s.38(1)(b)]@gov.scot; [redacted s.38(1)(b)]@gov.scot
Subject: RE: School uniform guidance - additional resources - for feedback

Dear all

As I mentioned previously, please see attached a final version of the guidance. This will now be sent to the Cabinet Secretary for her clearance ahead of publication.

Please let me know asap if you have any concerns.

Thanks again for all your support with this work.

Best wishes
[redacted s.38(1)(b)]

[redacted s.38(1)(b)]
Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish
Government | [redacted s.38(1)(b)]

From: [redacted s.38(1)(b)]@gov.scot
Sent: Thursday, February 22, 2024 3:27 PM
To: [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@ @educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@ @educationscotland.gov.scot; [redacted s.38(1)(b)]; @
@educationscotland.gov.scot
Cc: [redacted s.38(1)(b)]@gov.scot; [redacted s.38(1)(b)]@gov.scot
Subject: RE: School uniform guidance - additional resources - for feedback

Dear all

I hope you are well.

Thank you to those who provided further comments on the guidance. I have made some minor amendments following that feedback. We are just finishing up proofing the guidance and I will share with you shortly the final version that will go to the Cabinet Secretary for her clearance ahead of publication. I don't yet have a confirmed publication date, however, due to school holidays, etc. it's likely to be around mid-April. I'll keep you updated.

Meantime, I've attached two further resources – an executive summary which seeks to draw out the key messages from the guidance; and a resource for parents and carers which has been developed with the support of the sub-group and is designed to share key messages and signposting. The resource for children and young people

Summary – I have included a summary which attempts to summarise the key messages/actions from the key considerations sections. Grateful for amendments or feedback on this.

PE/Sport – To reduce length and duplication, I have suggested removing this as a stand-alone section and instead incorporated relevant information into the inclusion and affordability sections.

School Clothing Grant – a suggestion which came from some was to include an action for schools to consider their policy aligned to the amount payable for SCG, so that all items could be bought within that budget. I've made a suggested addition to the affordability section on this. Within that section, I've also suggested removing some of the bullet points which are duplicated elsewhere.

Case studies – I've added in some case studies throughout. If anyone has any others that they can share which focus particularly on inclusion and/or equality, that would be helpful.

I'd be really grateful for your feedback on these changes or any other issues by close **Tuesday, 6th February** if possible. Please also let me know if a meeting to discuss any of this would be helpful. I'm continuing to work on resources for parents and carers, and children and young people, and I'll be in touch again with the sub-group on that.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

Cc: [redacted s.38(1)(b)]@gov.scot; [redacted s.38(1)(b)]@gov.scot

Subject: School uniform and clothing guidance - resource for pupils

Dear all

With thanks to the sub group, I am pleased to attach the final draft of the resource that has been developed for children and young people. It would have been great to have done something a bit more interactive, but unfortunately, I was quite limited due to budgets. However, we will continue to keep this under review.

We are still working on a publication date for the guidance and supporting resources. I'll be back in touch to confirm.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

deliver on our commitment to reduce the cost of the school day and support an equal and inclusive approach to school uniform and clothing.

I hope this update is helpful. If you have any concerns, please don't hesitate to get in touch.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

s.38(1)(b)]@ @educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@stevensons.co.uk; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]@ @educationscotland.gov.scot; [redacted s.38(1)(b)]; @ @educationscotland.gov.scot; [redacted s.38(1)(b)]; [redacted s.38(1)(b)]
Cc: [redacted s.38(1)(b)]@gov.scot; [redacted s.38(1)(b)]@gov.scot
Subject: Publication of school uniform and clothing guidance

Dear all

I hope you are well.

I am pleased to let you know that the school uniform and clothing guidance and supporting resources will be published on 12 September.

You will be able to access the guidance from the following links once it has gone live. To note, these links won't work prior to the 12th.

School uniform and clothing: Guidance for schools and education authorities:

www.gov.scot/isbn/9781836011019

School uniform and clothing: Summary of guidance for schools and education authorities: www.gov.scot/isbn/9781836011002

School uniform and clothing: a resource for parents and carers:

www.gov.scot/isbn/9781836010999

School uniform and clothing: a resource for pupils:

www.gov.scot/isbn/9781836011941

A copy of the summary will also be available in Gaelic as a supporting document.

I would be very grateful for your help in sharing the guidance and resources with your stakeholders and networks on the 12th. We will also promote the guidance through our own networks and on social media and the Cabinet Secretary is planning to visit a school to highlight key messages. I would be really grateful for your assistance in promoting the guidance and supporting resources on social media. I'll share more specific details nearer the time.

Thank you again for your support and patience with this work. Please let me know if you have any questions.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)]Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

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Thank you again for your support and patience with this work. Please let me know if you have any questions.

Best wishes

[redacted s.38(1)(b)]

[redacted s.38(1)(b)] Senior Policy Officer | Support and Wellbeing Unit | Learning Directorate | Scottish Government | [redacted s.38(1)(b)]

35. Correspondence to Schoolwear Association – September 2024

From: Inclusive Education

Sent: Thursday, September 12, 2024 3:43 PM

To: Inclusive Education Incluedu@gov.scot

Bcc: [redacted s.38(1)(b)]@wacomms.co.uk

Subject: Publication of school uniform and clothing guidance

School uniform and clothing guidance

We are contacting you as you provided a response to the [consultation on school uniform in Scotland](#) and indicated that you would be happy for the Scottish Government to contact you in future in relation to this consultation.

I am pleased to advise you that guidance for schools and education authorities on school uniform and clothing in Scotland has now been published. You can access the guidance at this link: [School uniform and clothing: Guidance for schools and education authorities](#)

Supporting resources have also been published. You can access these at the links below.

- A summary of the guidance for schools and education authorities is available at this link: [School uniform and clothing: Summary of guidance for schools and education authorities](#)
- A resource for parents and carers is available at this link: [School uniform and clothing: a resource for parents and carers](#)
- A resource for pupils is available at this link: [School uniform and clothing: a resource for pupils](#)

Thank you for your response to the consultation. This has helped to support development of the guidance.

Kind regards

Support and Wellbeing Unit
Learning Directorate
Scottish Government