

*Nod CCYD yw galluogi ein cymuned i gydweithio a chryfhau ac adlewyrchu
fel unigolion gyda'r hunanhyder i wynebu pob her.*

*CCYD aspires to empower our community to be collaborative, resilient and reflective
individuals who have the self-confidence to embrace challenge.*

12 September 2025

Dear Parents and Carers,

We are writing on behalf of the Governing Body of Coleg Cymunedol y Dderwen to address recent concerns raised regarding the school's uniform policy, specifically in relation to hair colour and piercings.

Our uniform policy has been in place for several years and is communicated regularly to learners and parents. It is designed to promote a sense of identity, belonging, and equality across the school. The requirement that hair colour should be of a natural shade is not new and is part of our long-standing approach to maintaining high standards in presentation.

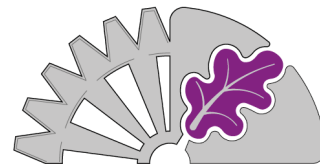
We have listened carefully to the points raised, including references to wellbeing, diversity, and children's rights. The Governing Body fully recognises its duties under the Equality Act 2010, the Additional Learning Needs and Education Tribunal (Wales) Act 2018, and the United Nations Convention on the Rights of the Child. We also acknowledge that schools should consider the impact of policies on learners' wellbeing and individual circumstances. At the same time, the Welsh Government's guidance on school uniform and appearance policies confirms that governing bodies are entitled to set reasonable rules on dress and appearance, provided these are applied fairly and consistently. The guidance also recognises that schools may, for legitimate reasons, restrict extremes of dress or appearance where this is necessary to support discipline, cohesion, and the overall ethos of the school.

In practice, this means that:

- The policy applies equally to all learners and is consistently enforced.
- Subject to that, personal preference or fashion does not override the governing body's right to set uniform and appearance standards.

We appreciate that some families may strongly disagree with this rule, and we respect the right of parents and learners to express their views. However, the Governing Body has carefully reviewed the policy and is satisfied that it remains lawful, proportionate, and in the best interests of the school community as a whole. We therefore ask for your support in ensuring that learners comply with the policy. Where learners have presented with non-compliant hair colour, the school has provided a reasonable period to rectify this. The majority of parents have worked with us constructively on this matter, and we are grateful for that cooperation.

We would stress that keeping learners at home in protest against school policy is not in their best interests and may constitute unauthorised absence. We kindly ask all parents to work with the school to maintain consistent expectations and minimise disruption to learning.



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The Governing Body will continue to keep the uniform policy under review in line with national guidance, and consider the views of parents and learners, but at this stage we are clear that the current policy remains appropriate and will continue to be applied.

Thank you for your continued support.

Yours sincerely

Heather Griffiths

Chair of Governors