

Teacher feedback

No further comment – 8

- Good Luck

School pride – 6

- I strongly believe that a school uniform in the high school would be very beneficial. If there was to be a school uniform for the juniors, I think something [simple such as a polo shirt](#) would suffice.
- As a staff member I have strong beliefs that a school wide uniform would aid in uplifting our school culture and increase a school wide sense of pride.
- I think it will add an amazing standard throughout the kura. The community will see our wonderful tamariki. Go for gold!
- It also instilled in me a sense of pride when representing the school within the school or at outside events. As Whaanaungatanga is a school value I feel a uniform embraces this value of 'inclusiveness and genuine connectedness to others' within the learning community of Raglan Area School. Maybe a variation/choice of garments that can be mixed and matched to allow for costs and gender identity to be addressed.
- Overall I support some kind of uniform at RAS. If we did end up with a uniform, I think that behavior management around it would have to be very carefully managed, though, so that the result would be a feeling of student pride around the uniform as opposed to a feeling of imposition.
- RAS Setting standards

Costs – 4

- I don't see the cost of a uniform as a financial challenge for any whanau as long as there's a payment scheme available.
- Perhaps make a comparison of other school uniform costs, so people can see how affordable it is comparatively.
- Make it affordable
- As a past pupil of this school and coming from a large family (13 children) of low socio-economic means it was easier financially on my parents to have everyone the same. There was no differentiation between the 'haves and have nots' as we were part of a community of learners,

Other – 4

- As a parent & teacher I fully support uniform but would strongly advise that the [requirements for footwear are reviewed](#). We don't wear shoes in the classroom and enter/exit numerous times throughout each day for play, break times, library, assemble etc. Having to wear formal footwear will be very challenging for some of our tamariki and time consuming.
- Our 8 learning principles include Mana Taiao - we revel in the outdoors, and Mana Maui - we explore through play. We engage in [physical, messy endeavours in Kura Teina](#). We encourage students to have a change of clothes so that if they end up wet, 'painty', or dirty bottomed after fun on the peninsula, there is no big deal and after a quick change, students can comfortably carry on with their day. Asking whanau to have enough pieces of uniform clothing to include a spare for the school bag is too much. This will mean that as I plan for learning, I will be more likely to shy away from things which are too messy or risk damaging an expensive and limited set of uniform clothing for students. My final thought is that in the year 2021, as a collective of teaching professionals, we are actively trying to decolonise our school system. A uniform goes against this for me.

- I have been part of the RAS community in many capacities over the more than 25 years I have resided in Raglan. I have been a staff member, a parent, and a past BOT member and have always felt proud of our kura. I feel that an enforced school uniform would put increased financial pressure on many of our families and will increase the teacher's workload in having to police non-compliance. I am also concerned that the creative "vibe" of our students would be eroded by insisting on "one-size -fits -all" clothing. In saying this, [I have recently become concerned by the number of students \(mostly seniors\) flouting a respectful dress code](#) (eg. ripped jeans, short shorts and boys without tops etc.). So obviously this lapse needs addressing and I concur that this is a day to day management issue, not a Board decision. In summing up, I believe it would be beneficial to have a [travelling uniform](#) for when our students are representing our school, particularly in cultural and sporting arenas. I am sure that a [comfortable, PE polo type shirt](#) would more than suffice. At this time, I believe that more important issues such as providing shade in our playgrounds and a functioning pool for Summer months should be a priority for the Board. Our students are already proud of our school, and enforcing a uniform will only have more negative ramifications than positive ones. Thank you for providing us with the opportunity to speak to this issue.
- I would like to see a [travel/sports uniform](#) for when we are travelling away to other school's etc. And I would like us to enforce the dress code when we are at school - as this is a type of uniform that should be adhered to.

Future Parents

Pro uniform - 6

- We feel a uniform is a very positive move.
- ..i think it's a good thing
- I think this is a fantastic idea been waiting years from when i was there.
- I think introducing school uniforms is a wonderful idea for many different reasons. One of my [main concerns as a future parent is the visual gang colours](#) worn by Raglan Area students., For me, school uniforms eradicates this problem. It eliminates the divide between the 'haves' and the 'have-nots'. My children wearing school uniforms is one of the reasons why I choose to send my children to Raglan Area School.
- I have assisted a school where uniforms where mandatory and I had no issues, neither the school, it all seemed to work fine
- I feel the implementation of uniforms is a great move and believe it will benefit the school and students in the long run. It creates a sense of belonging and pride of the school, level out the difference between different income level families,as well as identifying who are students of the school and who are not, which is a safety concern. I just hope that students are able to choose to wear either gender uniform based on their own perceived gender identity or can have a [more gender neutral bottoms](#) (girls can wear boys shorts or pants instead of only skirts)

No further comment – 5

Pro Mufti – 1 [note this should technically be other since only one comment]

- An extra unnecessary cost and kids should be able to wear what ever they want

Community Members

No further Comment – 5

Cost – 3

- Providing [sew on badges and logos](#) and or fabric for home made clothing may help parents to be able to purchase or make clothing and purchase from chain stores like Warehouse therefore reducing cost
- My daughter had a uniform and it's expensive and items were stolen. It didn't stop bullying. My grandsons don't want uniform and I don't see why they should be forced to spend this money when NZ is struggling with child poverty and there's nothing spare to buy uniforms.
- I am concerned that due to the fact we have such a diverse community that the uniform needs to be inclusive of lower social economic families. Washing at the laundramat once a week as no access to washing machine/ drier especially during the winter months. Children living between 2 homes having issues regarding enough uniform. The cost for low income families with 3-4 children. The uniform needs to lessen the load for families not make it a burden. Perhaps implementation could begin with the seniors with [Hoodies and long pants/skirts and a polo shirt and then gradually increase to full uniform](#). This issue is dividing our school community in a way I can only compare to Vaccination issues. Therefore there [is a lot of emotion involved that needs to be dealt with so this issue can be resolved](#). As a former teacher at RAS and solo mother, I understand many of the issues surrounding this debate on both sides. For us to move forward we need to look down on the ripple that is emerging from this debate and see what we value as a community and school. Nga Mihi <removed>

Other – 3

- Please share the description and meaning of your school emblem, specifically how it connects the school and everyone who attends it to this area. Also be good to link that to your school values and how you see the uniform upholding those. My feedback comes from having attended the uniform hui, I got a sense people didn't know any of the above and couldn't make the links. Be good to see the uniform introduced from the middle school as it would be a meaningful milestone around growing up and stepping up, juniors could be considered if parents expressed interest after a year or two, could possibly [consider a tshirt and potae for them](#). Juniors could, as part of their fees, put money towards the uniform so by the time they reached middle school it would be paid for. Uniforms could be optional this year (create an incentive to do this) and compulsory for years 7-11 from 2022, that gives people plееееenty of time to put money into their uniform account at school. Anyway just thoughts but im sure you have your bases covered. Good luck!
- The focus should be on creating a sense of belonging and connection to the school and the wider community. Other mechanisms should be explored to provide students with the skills and strategies they need to cope with life's opportunities and challenges. Wearing a uniform to provide a sense of pride and uniformity seems outdated, when the world needs students that have resilience and are creative, adaptable and innovative.
- Our tamariki, rangatahi, and mokopuna need to be free to express them selves as the Covid regeme places more stress and locks and bans on their lives. Families struggle putting kai on their tables and food in lunch boxes, how the heck are they going to afford a colonial school uniform. If the our tama and kotiro arn't up to ERO so called standards, it's not because of what they wear.

School image and pride – 3

- I believe a uniform will improve the general community perception of the school.
- In my opinion having a uniform provides a sense of belonging and pride.

- I believe the children will feel proud of their uniform. As <removed> in Raglan we have given money towards uniforms and jackets for school sport and club uniforms and the kids love them and are proud to wear them. Also as a manager of a business in Raglan it will be good to see children dress smarter, and be able to identify them better

Previous students – 2

- I recently left Raglan Area to change to a Hamilton school after attending from years 1-10. I thought I was going to hate having a uniform but I actually love it. It makes my life so much easier and produces a real feeling of empowerment and togetherness, plus every student is in the same boat so there is no bullying. I think if you talked to other past students of Raglan who changed to uniformed schools they would all tell you how much they enjoy wearing a uniform.
- As a past student of both schools in Hamilton with uniforms and Raglan Area School I have had experience with both systems and expectations. I think uniforms will be a good idea at Raglan Area School to lift the standards and not be so relaxed. Maybe year 13's could wear mufti / no uniforms as a positive for being at the school for so long/ leaders as something to look forward to from the younger students - or different top. Uniforms make you feel like you belong to a school, something to be proud of/ values / rules etc. and takes the worry out of dressing for school each day. School mufti days become something special and can be used to raise money for things and give students chance to show their style/ uniqueness.

Expression – 2

- Raglan is not a school for uniform, it's great because it's filled with interesting and different people, but with a uniform it is forced to confine everyone to the same look, making it harder to express themselves.
- As an ex student who went all the way through Raglan Area, I very much enjoyed being able to express myself through the clothing I wore to school. I believe RAS should continue to allow this as it makes us unique to other schools across NZ. Although, I do agree that there should be an enforced PE uniform for health, hygiene and safety reasons, and that students must wear this to Western Cluster/Regional sporting events to represent our school. This could also possibly be worn (or a similar but simpler version) to other out-of-school events. This would help us look more presentable when around other students from different schools.

Parents / Caregivers

Short answers

The first section of comments, are comments that are short or focused on (mostly) one topic. These have been organised from most common to least common. Also where there are themes within the topic, these have been grouped to make it easier to read / digest.

No Further comment – 65

Pro uniform - 29

- you guys are doing great job I wish the haters would focus on another issue to be honest
- A great step forward for RAS. All involved are doing a great job, thank you!
- Fully support the implementation of a school uniform
- Go for it! You guys rock!
- Design looks great, I did like the current pe uniform too. Thanks for all your mahi! I believe our students will feel an overwhelming sense of belonging in uniform as well as being 'school ready' in uniform.
- I am pro uniform. I grew up with a uniform and it's easy. The cost does concern me for 0-7 because of the growth of my child and how often I will need to purchase a new uniform. But that does not dampen my pro uniform stance.
- I am quite angry by the way a few people have tried to stop this action and i believe they are only a few people who wont even have kids at Raglan soon. They have had plenty of airtime and i believe they should not ruin this opportunity for the wider group.
- I fully support uniforms for RAS
- I find a uniform a way of being part of something. No labels, not having to buy new clothes every holidays , I think it works out cheaper to have a uniform.
- Yes I'm happy about the uniform my teen daughters spend hrs choosing what to wear. I can't wait for the uniform I hope it happens and also awesome that it's natural fabric.
- Uniform plans look fantastic. Love the idea of all families having \$50 subsidy, which we can donate to another whanau.
- The proposed uniform looks really good
- Thank you to everyone involved for all their efforts! Great work and much needed new standard to our school.
- Thank you all for the hard work. I believe that if there is any concern about safety to the student I would definitely vote for an uniform. Ex. Drugs being sold in the school area so it's hard to identify if it's a student or not. I hope this doesn't happen to Raglan School.
- Our family supports such uniform
- My two daughters attending RAS are looking forward to wearing the uniform. If they are happy I am happy too. Thanks
- look forward to getting the uniform.
- It looks smart, no difference with having to wear a uniform for work. Stimmies gang colours. Great! Implement ASAP.
- Id love to see Raglan Area with a school uniform, All for it!
- I think the board and management are onto a winner here! Well done everyone, I personally hope it goes ahead! It will be amazing for our kids! Thank you for all your hard work to get there!
- I think 100% it should happen
- I support a uniform at RAS
- I like the idea of a uniform.
- I can see both pros and cons for a school uniform but on balance I'm for - reasons: will less opportunity for bullying, reduce opportunity for "colours to be worn" and promote a sense of connection to the school and community.

- I believe a uniform will increase peer equality and help to nullify inter-student prejudices. It also aids school identity, association and pride. It should be implemented in a way which promotes affordability for families.
- I believe it's a great move for the school! Anything that encourages our children to learn better is worth supporting and I am 100% behind it.
- It's a great idea. When the uniform is worn, it indicates it's learning time. It also makes it more difficult to express gang colours, which is a growing problem.
- I think a uniform helps to build the 'team feel' of any group and I like the idea of our son looking smart in his school uniform and not having to worry about what he chooses to wear each day.
- To be honest I'm totally on the fence on this one...however if it helps the fights every morning about me not wanting my daughter to wear skimpy shorts or really ripped jeans, then I would welcome it!

Style / design / age – 29

Age differences – 7

- Think a uniform **from year 7 onwards** is a great idea, but not required before this
- I am open to it just being for intermediate and senior students and I'm open to it being an affordable uniform for all
- If uniforms are introduced, I think a **simple polo** is enough for cost and compliance. I would like **Te Roopu Aroha ki te Reo to be a different colour** to the rest of kura.
- Full uniform **year 9-13** makes sense. There's no real reason for the younger years and is just an extra cost on families
- I suspect that the wearing of uniforms could be **separated by age groups** ie. 0-6 lower cost and not as formal ie tops and bottoms collared tshirt ? 7-11or 12 13 mufti Signalling achievement and seniority similar to Hillcrest
- I think uniforms **for the senior students** is a great idea but not junior school
- Opposed to uniforms at Primary School at a rural School. All I see is an added financial strain and loss of culture and freedom. Approve **a uniform in Senior School** as a sense of achievement, confidence and belonging and also so they are on a level 'playing field' with other high schools.

Style – 4

- Uniform should be tidy, **not so formal**, to represent Raglan
- Our whanau doesn't like the proposed uniform but would **support a less formal one** eg a **hoodie and a shirt**
- **Optional Raglan Area School Hoodies** would be a good idea.
- I don't mind our children wear **casual uniform like t shirt in summer, hoodie in winter, dark colour bottoms**. I never thought that proper uniform.

Skirts – 3

- This question may have already been answered elsewhere but will the student have a choice if either wearing a **skirt or shorts/pants**
- Maybe offer an option of **skorts for girls**. I do not like the current choice of skirt choice for girls. Some girls refuse to wear skirts and I would like to see what choice they would have.

Year 13 - 3

- We think the Year 13 students should be allowed to **wear mufti** except on occasions when their current uniform is appropriate
- Perhaps Yr 13 could graduate to **Mufti** though have an A1 Uniform when appropriate. Thank you BOT and Principal for navigating our school community through this process. Ka nui Te mihi miharo.

I love the idea of a uniform for the whole school, but believe **Year 13 should be mufti**.

Fabric – 2

- If possible Please provide an option of cotton/natural fibres vs synthetic fibres for tops, especially physical education gear
- I think the uniforms looks awesome 🤩. And made from hemp... so cool 🤩. If this is to pass An affordable quality uniform like your hemp range would be a good idea and very practical.

Color - 2

- I don't think light blue is a great colour for tops, especially for young children. [Stains will be easily seen](#) if they can't be removed. Not a good look.
- Like the idea, [not a fan of the colour](#), would personally like it to be a [dark blue](#)

Other – 8

- Perhaps getting the students involved to determine what the issues are and how they might design their own uniform would support with developing a sense of empowerment and school pride.
- Please [reassess using the over priced NZ uniforms](#) as main source and consider other cost effective options. And would personally like to see the uniform design to be uniquely linked to Raglan and not over complicated. ie similarly to the highly liked and modern Raglan surf co tops/logo.
- My son had school uniform in AU and we could alternate between official [school t-shirt from uniform shop and same color polo shirt from K-mart](#). Maybe doing similar here to reduce the cost for families. Or this year bring in shirts, next year bottoms.
- It will be nice to see some samples of the uniform if it will be implemented at RAS.
- I would support a uniform code, where tops and bottoms could be bought at a retailer of choice. [Tops could be screen printed or embroidered](#) at the school. I think this would make uniforms feasible, comfortable, unifying, also allowing freedom of expression.
- I think having a partial uniform may look scruffy and not instill the pride that hopefully the uniform will bring about
- I am somewhat on the fence but I support the BOTs efforts to make positive changes for the school and present the school and students in the best way possible. I feel that if it is possible to achieve this with a [top half uniform and tidy bottom half of the same colour](#) sourced as parents choose, it could be a win win for everyone. I'm [not necessarily that excited about the black covered in footwear](#) as a side point (if that is what's being proposed). Thanks for your efforts. Kind regards, <removed>
- I support a sports uniform or Raglan T Shirt/ Blazer which can be used by kids representing RAS at interschool events.
-

Pro mufti - 15

- A uniform doesn't create pride or a sense of belonging to a school community. The teachers, learning content, and kaupapa do that.
- Compulsory Uniform is one more step to totalitarian rule, has military origins. Takes away from individual freedom of expression
- Why try and fix something that isn't broken
- Uniforms in schools confirm and strenghten existing class differences in society, making it difficult for children to escape prejudice from society and improve job prospective and living situation. To succeed in society you have to go to the right school with the right uniform.
- Uniforms are an old tradition and doesn't make kids better at school.
- There has been no convincing reasons why a school uniform would contribute to less bullying and lifting kids up. To implement a major change like that, just for the change and so we can try/see if it helps, is not good enough. It changes the whole school culture, which we should be proud of, not embarrassed about. Look at the prime minister visiting Fairfield

College. They wear no uniforms and they are proud human beings. No uniform needed for that.

- Quite happy with current situation and don't support a uniform.
- Please allow RAS to continue to be a leader in thinking outside the stupid box! & please do not take away from our kids part of them finding out who they are as individuals, please allow our children the freedom of choice in who they are as individuals and who they may endeavour to become. Far more important issues to address other than clothing!
- My Moko chooses what she wears..every mornin..according to seasons/weather/mood. Part and parcel of her preparing for Adulthood... Uniform takes away her progress in this area.... <removed>.
- My children have expressed a strong dislike to wearing a uniform
- Individuality versus conformity there is only one winner. Our children are not sheep.
- Instead of asking whanau to invest in an over priced pieces of clothing., instead encourage whanau to invest in enriching life experiences such as drama, theatre, learning to swim, environmental clubs and activities. You may just ignite a life long passion by doing so, you won't achieve that from clothing that's for sure.
- In general I don't support school uniforms. I don't support uniforms for small children (0-6) but a [partial uniform for senior students](#) may be appropriate as long as it is practical. I think the [options for footwear are too strict](#). I think the BOT could have approached this process in a completely different manner, because it seems the way this has unfolded has caused unnecessary tension between the board and parents.
- I think we are missing the point with this approach to building positive culture in our school and community. The school sets the tone for our town in the future. These young people are our future and we need to teach them character comes from within not from the clothes you wear or the company you keep.
- I think the focus should be more on education & inclusion with the students. Students in my care (intermediate & secondary) & their friends are against the full uniform. Have the secondary students

Comments about board or process - 22

Positive feedback – 15

- Thanks for all the work That has been put into this issue.
- Thanks for listening
- Thanks to the board
- Thanks to the board for all the effort you've put into this so far.
- great job board
- I also wish to support and recognise the work that the board have put into this proposal. Whilst the governance and transparency of the process could have been better communicated and cognisant of our community feelings, I also appreciate that these are voluntary roles, with people who's experience may not be professional governance. Even those that are get it wrong, a lot, just look at governments all over the globe. We appreciate your dedication. Thanks so much
- Daughter at school is <removed>. I attended the Hui and thought the board has done a good job on a very difficult project.
- Thank you board members and staff for all your time you put into the School
- Keep up the good work, teachers and bot.
- I haven't investigated this particular topic very thoroughly myself because I don't really have any extreme views either way. I voted for the current board to make these decisions and trust that whatever decision they come to will be the right one. Thank you for all of your mahi - I can imagine this would be a difficult time for the board.
- I have already submitted an email to the BOT on the subject of school uniforms.
- I appreciate all the work that went into this uniform

- I am sorry the board is getting such a hard time in regards to this. I thank you all for the time and effort you put in to our school.
- I would like to thank the board for the job they are doing. While I am not particularly "pro uniform" as a general concept, it is clear to me that the board are an intelligent and dedicated group of people who are trying to take the school in a positive direction. They have obviously given this a lot of thought, and if they have concluded that a uniform will bring positive change, then I support that outcome. You have to trust the people on the ground.

Concerns – 7

- I am concerned about the way this issue has been handled by the Board. It is like things have been done backwards. First we get an announcement during school holidays that a uniform will be introduced as if it is a fait accompli, with no community consultation. Then there is some community push back so then we are consulted. It would have been better to have the survey and public meeting/consultation before announcing our kids require uniform, oh and by the way, it will cost you somewhere in the vicinity of \$300 plus. In addition there is no evidence to suggest that school uniforms contribute to better learning outcomes, a tenuous link at best.
- I have an issue with the way the BOT presented this with no prior consultation. It seems consultation is only occurring now due to parent push back.
- This rushed approach has upset a lot of people. I hope it can be worked out.
- Listen to the community
- Please consult first before trying to 'sell' a uniform to the school. Follow due process.
- lack of fair or timely genuine or robust consultation
- level of consultation is too rushed. dont like the dictatorial tone .
- I hope this is not a box ticking exercise and BOT will base their decision on outcome of survey

Cost - 14

- Cost needs to be lowered from original pricing. By [only having branded tops](#), this would make it cheaper for families.
- My two girls are in year 8 and going to Hamilton Girls College next year. My concern would be if they have to purchase uniforms this year and then won't be using them next year.
- My son is in year 8 and there is a chance he won't be continuing to the senior school in Raglan. Therefore I have a large cost to cover for just 2 terms.
- My key concern would be coming up with mechanisms/funding to support lower income families with the financial costs associated with having a uniform.
- I'm a single mum with no extra financial support. I can not afford 4 sets (soon to be 5 sets) of school uniforms starting out or ongoing over the years my kids will be at RAS.
- I'm reasonably neutral on the topic and see both sides. However, what I am against is the cost of the current samples I've seen. \$40 for a top is far too much. [A partial uniform](#), at the minimum, to mitigate costs is a must. I very much believe the uniform can be sourced at a more competitive price so families aren't unduly burdened
- I would like there to be a [staged introduction](#) of the school uniform to ease financial pressure on families with multiple children at school (i.e. start with middle school and roll out to senior school/primary school)
- I very much think the [JUNIOR school should not](#) have to wear a full uniform. The Cost is a worry for the initial set up. I have a single parent friend with 5 kids to get uniforms for....how will the school help/subsidise? If parents had that answer, it may help with some of these answers.
- I want to support the boards goals of changing the culture of the school, but the concern of the cost of a uniform is huge. Could the junior school have a generic uniform at a lower cost with the middle to senior school having a partial uniform?

- I think the cost will be too prohibitive for a lot of families. They already have to buy clothes for their children (to wear weekends and after school) without the added cost of an expensive uniform every year (and it will be every year as kids grow)
- I support fully and believe it will give the students a sense of pride of place and focus them in on learning. I am concerned about having to outlay for 3x uniforms next term. I don't qualify for a community services card but am a solo mum of 4 kids so am genuinely worried about how I can pay for them. I am already struggling to find 150 dollars to buy the PE tops that my kids need this year!! It is stressfull as the kids don't want to be singled out for the wrong uniform and get upset with me as to why can't I just outlay the money.
- I have friends who are so stressed about the cost that they are not sleeping at night. Implementing a uniform is tone deaf to the community and their needs, especially in this time of great financial pressue and stress. Putting parents into debt (ie WINZ grants that they have to pay back is completely unacceptable). I have friends still paying off those grants from other schools where they have uniforms. A \$50 subsidy is not enough to make this expense issue resolved. The impact on whanau finacially far outweighs any benefits of school pride etc. Even though it is probably done for cost, [having the whole school wear the same uniform e.g juniors and seniors is degrading](#) and takes away any pride for seniors in my opinion.
- I do not have an issue with whether there is a school uniform or not and this survey does not really account for that. My only issue with a school uniform is the current proposed cost and the fact that the uniform would only be sourced from one retailer. There are several places including The Warehouse that can produce uniform clothing options that could be more affordable for families.
- I am strongly for a [partial uniform \(school branded top half\)](#). I feel it completely unnecessary to have a full uniform and also adds an unnecessary cost. I have two children already attending the school and the financial cost will be challenging for us for a full uniform. I also don't feel that a full uniform is necessary for the jnr school (happy for this to happen for the snr school). I think it should be [more relaxed for the juniors](#) and would suit the Raglan community better. My other concern is that my [youngest does a lot of art](#) in class. Will the school provide art smocks to protect their uniforms?

Survey concerns / details - 3

- The question above only gave me 2 options very concerned or some what concerned. I had to put in an answer. But I am not concerned with loss of individual expression or gender expression or punishment or bullying. Maybe there is a column missing from the above question.
- I feel this is not a great formulated survey. Having looked at some arguments for introducing uniforms most of these are based on perceptions of people. not necessary hard evidence. Kids should be able to choose their on outfits, this is what they have to the rest of their lives. better start early and develop your on style. whatever this maybe
- I answer this survey as both a parent of a student at the school and as a member of staff [note: ticked the parent box, instead of the staff box, so hence comment ended up here]

Other – 1

- I think it would be better to implement at the start of new year & not halfway through the year in case kids move schools

Long answers

There are a large number of comments that cover multiple topics or areas. These have been grouped into the following broad areas: Negative, On the fence, Positive, Relaxed uniform, Other and Age related. Obviously with longer answers, more areas are touched upon, and thus it becomes harder to group. Thus some 'wiggle' room needs to be accommodated.

Given they are paragraphs, instead of listing as bullet points, it is paragraph breaks that mark the difference between individual comments.

It is interesting that there are more than double long Negative long answers (26) compared to positive long answers (11). The Negative long answers take up approximately seven pages, while the positive only two and half. This could indicate that those who are against a uniform, think that the decision has already been made, and as such they need to argue against it to change peoples minds. Another possibility is that they feel more passionate about the issue so prepared to put the time and effort into writing paragraphs on the topic.

Need to read these and highlight things in blue for ease of

Pro mufti - 27

1. Asking for information that will allow respondents to be personally identifiable with responses is a terrible idea. It is a recipe for introducing non response bias, especially as these are required filed (e.g. what is someone does not have a phone number? What is someone does not feel comfortable to share their views publicly?). In addition, all but the last question are biased to support of the uniform, with support clearly used as an anchor word in the question. Anyone even remotely familiar with collection information through questionnaires will be able to tell you that this is not a valid survey instrument.

2. Out of all of the supposed benefits that these uniforms will bring, non has been systematically linked to compulsory uniform usage, so I consider this whole exercise a waist of time, energy and resources. The school leadership should really be spending their time on matters that are more important, such as working on the priorities outlined in the recent ERO (2020) report or on initiatives that have a real ability to contribute towards the desired outcomes (School Culture, level paying field, safety, cost efficiency, less distraction during class time).

What will happen if students come to school without the correct uniform ? Are they sent home Until they get it? Is that what education looks line at Raglan? Celebrating education in a bi-cultural environment - except if you don't conform to the uniform - Then you're not welcome here !!

My concerns are as follows: - the cost - how cost impaires student attendance or how low income families are forced to prioritize uniform purchase and make compromises in other areas of child's needs such as school lunch, stationery etc. Propose funding be available for those who meet criteria (applications are confidential via online portal). - **Uniform material to suit the seasons.** (Some schools' winter uniforms **aren't warm enough.** We are both beachside and rural dwellers which makes is really **cold in winter and really hot in summer.** Hope this is taken into serious consideration).

What we are faced with personally as with many other families is the cost for uniforms at a transitional stage of the proposed uniforms. Our son is yr11 and is expected to go into another form of uniform as yr12 and yr13 back to no uniform... this makes no sense and the impact is huge with no reasonable gain. I don't see the purpose of changing to uniforms, if it ain't broke why fix it?? If this is something the school wants it should be transitional from new entrants and/or yr7 and progress from there over for example a 5yr period.

I would like to add that my answers to all questions are against a uniform, all concerns are for the negative impact of uniforms only. I would like to acknowledge the role of the BOT and the concern and care they have towards students or Raglan Area School. I would like to express my concern that the implementation of a school uniform will cause more harm than good to students, whanau and the relationships they have with the school. I would like it noted that the uniform will not save my family money, non uniform items will be required every day. Currently my children dress in second hand or hand me down items a lot of the time I do not spend half as much on clothes as I will spend on a uniform for my kids. The kids will change as soon as they get home. This will double laundry at home. The uniform will not build a sense of pride or belonging in my kids. In my experience with my children being treated with respect, trust and real inclusion is what impacts their feelings of acceptance, safety, and builds a sense of self and connection with the school. I feel the conformity issue is archaic and unnecessarily confrontational. I do not believe that a uniform will prevent bullying. I was bullied, I wore a uniform. I feel that a bully will bully, and the prevention of that lies in a very complex web of whanau, school and community process that a uniform cannot begin to replicate. I am thankful that this proposal has been brought to the families for their feelings, thoughts and concerns to be heard. Thank you for including the students, I believe it is so important for them to have a voice. I hope that you will listen to all sides and I hope that the decision made is what is best for the students and families of Whaingaroa.

From the minutes it appears that the argument for a school uniform is to provide a sense of belonging, help address bullying and lots of focus on gang culture. I cant see how making students wear the same clothes is not going to achieve this. If there is an issue of belonging/comradery within the school population then addressing it with a uniform can be considered a band-aid approach to cover up underlying issues. There has probably been a whole lot of time and effort put in to this exercise by people on and off the board of trustees. This time/effort is greatly appreciated, but probably better directed at solving any issues at a base level. Having a uniform wont improve teaching outcomes, which I would have thought is priority number one. I went to school from the age 5 through to 16 wearing a school uniform, it certainly did not prevent segregation, bullying, or gang culture. I agree that a uniform looks smart and presents a good image for the school. Lots of team sports make a whole lot more sense when wearing the same color. In the minutes it says that a uniform will help to instill school pride and improve culture. I disagree, pride and high quality culture come from within, not slapped on top and soaked up. Same for a sense of belonging. I do not believe cost should be considered within the conversation about uniform. The uniform could be a [budget white cotton t-shirt, a pair of budget blue shorts or skirt and bare feet](#). All kids in uniform for \$12 a head. Would this actually change anything? Would teaching outcomes be improved? would bullying stop? would it stop anyone from signing up to join a particular gang in town? would it prevent a child from begging their parents not to send them to school because they basically sit on their own all day long? I'm not an expert by any means, but I cant see how it would change the things that really matter. Not against a uniform in theory, despite my survey responses, but the implementation and reasoning seems disconnected so cannot support the process. There were some fairly alarming comments from both the BOT and some of the more vocal participants in the meeting - fair bit of inconsistency/disagreement about the process (minutes, Acts, contracts!). I reckon clearing some of that up with some clear concise facts would help. Regarding all the gang culture, I do not know enough to pass comment but I feel for the board and the teachers as it is a much bigger social setting than just the school. As an aside, these minutes could/should be shared in a forum that addresses such social settings as they really are quite insightful. For my part, I have 2 kids at the school, <age> and <age>, who have magic friends, magic teachers and a magical time everyday. Seriously, such a good environment. They are in the little people part of the school and perhaps none of the scary issues reach them down there. I can't see a uniform making it a better environment than it is already.

Hi there, thanks for the opportunity to offer feedback. I don't really NOT support the idea of the introduction of a uniform but there wasn't an option to say "I am not sure". It might be an idea to introduce something slowly? Like a [polo shirt that is optional for the first year](#), or supplied by the school or something and see how the kids/families like it? Seems like a big change like this is unsettling people and I am worried about the division it seems to have caused. I don't see the need to rush a decision. Buying brand new clothes is one of the worst things we can do for the planet. While hemp is a more ethical option it is also more expensive. I hope the board is considering the ideas and opinions of our students also. I see this very much as a decision based on opinion and preference and therefore has become quite controversial. I don't see how claims that it is going to have an effect on learning or school culture are measurable at this point. Thanks very much, <removed>.

I am just one voice, with no particular related experience or expertise, but I care deeply for the school and it's pupils, including my year 11 youngest child. Here are my 2 cents. The huge appeal of RAS for me as a past pupil and parent, is the relaxed, family feel of the school. It's a place of welcome, and I have always felt at ease and accepted within it's halls. I have always trusted that school community members can be seen and treated as individuals, rather than a face in the crowd. If we are to even consider some type of uniformity for the pupils, (which I personally take issue with), why have our representatives on the BOT gone in the direction of a full on corporate image? How does this reflect the community values of our corner of the universe? Surely, we strive to instill acceptance of others into our children? Acceptance of people based on the content of their character (to steal the words of those more articulate than I), rather than on outward appearances? I know this is what I try to teach, AND MODEL, to my own children. Are we now telling them that the way they express themselves and their individuality, is unacceptable? Often, uniform in the workplace has a basis in health and safety. As far as I'm aware, there is no h&s basis for a school uniform. Uniforms in learning institutions are traditionally grounded in tribalism and elitism. I don't support this for our kids. In fact I believe this is a huge step backwards in the evolution of a progressive and inclusive society.

I do not support a school uniform as a parent. I am against the idea if I have a say, but keep my opinions to myself as I am also an employee of Raglan Area School. My main reasons against it is, 1. Its unnecessary 2 The impact on students 3. My sons are going to go to school at RAS for 13 years and would have to wear the same think for nearly all of their school life. 4. This project was undertaken in a way that seems dubious from the outside and was not done with community support. This survey doesnt allow for me to choose multiple reasons for completing this survey.

I do not support the BOT's proposal to implement ANY school uniforms, but in particular the one currently being proposed. It looks like something from a strict, private school in Auckland and is way too formal. I have done quite a bit of reading on the topic and haven't found any firm evidence that having a uniform would benefit the students or resolve any issues the school may currently be experiencing. If anything I see this entire process is having a very negative, detrimental and divisive effect on our community currently. I have witness friends have heated arguments around this, people are feeling hurt and not heard and this make me sad. I feel some of this is a direct result of the BOT's complete lack of community consultation...they don't seem to have learnt anything from the 2.30pm finish debacle and that concerns me. Most of this could easily have been avoided had they first engaged with all effective parties, instead of coming in hard with the original message which was that there would be mandatory uniforms fullstop! While I would be 100% against uniforms regardless of how this process was rolled out, I do wonder how many "backs" the BOT got up around this simply by the poor manner with which its been managed.

I have been a parent, BOT member , parent help and staff member of this school for 25 years consecutively. My 3 children are all successful in their own right 1 still attending .I believe young

children [should be able to express their own style of dress up to year 6](#). [Year 7 -12 have partial uniforms](#) as these are the years where puberty starts young girls ridicule others on appearance hence a uniform will stop this and there will be no discrimination. Year 13 are about to start out in the world treat them like the young adults that they are after all they are at the age of voting or near that age. So allow them the freedom to express themselves and the freedom to be young adults after all they deserve to be recognised for being in an institution for 13 years and successful to get thus far with resilience, determination and knowledge. They are survivors treat yr 13 as we parents treat our [yr 13 child with pride respect and allowing them independence](#) . Trust

I have sent an email to the board, but I will copy the gist of that email here. For me, the main concern is the imposition of middle-class values by the board on the community, which I consider the uniform represents. There is an opportunity at Raglan Area School to do things differently and better; to recognise that conformity, tidiness and values that put 'how we look, and what other people think of us' above 'what we do, and who we are' are not values that are shared by everyone, and can be negative forces within a community. Already, this uniform issue has caused deep unhappiness and divisiveness in our school community. That's not OK, and the board has to take responsibility for that, because it stems from how it has handled its desire to introduce a uniform. Like all elected bodies, the board represents the community that elected it: it is not above it, and it does not know 'better' than it. Here is the text of my email (already sent): Hello, I wish to share my deep concern over the wording of the survey that has been made available regarding the school uniform. It should not be preceded by a blurb from the board, school or anyone promoting a particular position. That is not consultation; it is propaganda. You cannot expect a fair and unbiased response, if before people complete a survey, they are fed a particular line. I ask that the survey be taken down and reworded so it is neutral. The school may like to look at getting professional support for this process, to ensure a lack of bias. There are people in our community who have these skills: Helen Ritchie springs to mind. On a broader note, I am deeply concerned by how the survey has been presented, as it reflects what appears to be an insistence by the board to promote and follow its own agenda, regardless of community and student perspectives. I understand that the school management has a job to do in running the school, and the board is there to support this, and this may (or may not) include introducing a uniform. I would ask the board to consider, however, whether its insistence that its perspective is 'right' and 'best' is not just a form of middle-class people imposing their will on people who do not necessarily share their view. To me this is a form of cultural imperialism, and totally inappropriate in a community like Raglan where people pride themselves on their inclusiveness and diversity (or any community for that matter). Historically in New Zealand, generations of white, affluent and middle-class people have imposed their views on others about what is 'best' for them, with dire social consequences. Not everyone values conformity or aspires to middle class values of achievement and attainment, and the board should not assume that they do, or that these values are necessarily best. Ngaa mihi
<removed>

I kindly request my survey/comments are not made public in any way please. Thank you. <large section removed>

I think RAS is a totally unique and amazing school as is...let children be free to express themselves and learn to be leaders instead of forcing them to conform...[also the concerns about Gang colour RED being worn at school is a clearly valid concern](#) but trying to eliminate it will only encourage those kids towards embracing it...accept all forms of expression and encourage children to find ways to unite each other... I went to Kamo high school in Whangarei which had a Red polo uniform but the local gang colours were primarily BLUE...those kids wouldn't wear it or simply bunk or drop out...if you must enforce your will then [pick a neutral colour like GREEN](#) which aligns with our maunga, sea colour, eco conscious values and sports teams. Finally the uniform as is looks uncomfortably corporate and will not likely be worn with pride, cheers

I was sitting on the fence until I saw the proposed uniform and now I'm against it. Bland, boring AND expensive are my thoughts now. I could have been swayed to something that embraced the Raglan culture and spirit but that's certainly not it. I'd prefer a [T shirt that's affordable](#) than that with own buttons and own footwear. Kids still need clothes fit after school and weekends so you don't save any money....

I'd like the school to focus on the gang culture, students vaping at school in front of everyone, bullying that teachers don't seem to care about (from experience) , sexual abuse, lack of student respect for anyone and everyone, student numbers in class, and the fact that so many parents are taking their kids out of your school and sending them elsewhere because the school lacks trying to tackle this important issues. As a parent of students there I've been let down by this school on a number of occasions. How about you solve those issues first because all the school is doing is raising disrespectful kids (granted some parents dont help). Thanks for listening

I'm a solo parent of a year <age> child - at this age I don't feel a uniform is necessary. It is hot and uncomfortable for our tamariki to play and express themselves in. I do feel that as they get older and bullying becomes slightly more pre-dominant that a [partial uniform](#) may help to support unity, as long as it is affordable for all families involved, otherwise we are creating new problems that will later need to be addressed also. Let's not forget the kaupapa of our kura which should be community focused and creating unity within all of our whānau.

It is great to know that the Board of Trustees (BOT) acknowledges that there are complex issues to be addressed at the school and within the wider Raglan community. However, I am not convinced that the introduction of a school uniform is the correct tool to achieve the long term goals set by the BOT. While the introduction of a uniform may have some benefits, I do not think it is required to instil school pride or to lift the levels of professionalism etc. There are many other ways to deal with the problems around the school. Instead of putting a financial burden on every family, I would much rather like to see money spent on special education around gang memberships, bullying etc. This has been proven to work in many schools in Europe and elsewhere. I have not found any scientific literature to date that demonstrates how school uniforms have solved the issues we are presented with at Raglan Area School. I would also be interested to hear for how long the discounted price for the hemp uniform has been negotiated for. Can we expect a significant price increase once we have committed to a school uniform and need to reorder the next size up? I also do not agree with the prices stated on the website for a set of a uniform. 2 T-shirts and one each of the other pieces required will not be enough if you are aiming for a more professional look, especially of your younger students. Our daughter often requires more than one set of clothes each day and I am not willing to let a uniform get in the way of her free play. The point that BOT was trying to make that school uniforms are cheaper than ordinary clothes is also invalid for several reasons, e.g. children will get changed into normal clothes after school, so the uniform is an additional cost, and many families are not spending much money on clothes at all, because they are using hand-me-downs, shop at op shops etc.

Kia Ora Board of Trustees, I am philosophically opposed to school uniforms for the reasons outlined below. I do not believe uniforms are in keeping with social justice principles. They are a form of cultural assimilation. In a country where the impacts of colonisation continue to resonate in the lives of our whanau and tamariki, the proposition of a school uniform appears out-dated and tone-deaf. School uniforms are a colonial symbol of everything that is problematic in the education system. It is a tool used to control difference, is an emblem of dominance, and creates a division between kaiako and taura. The assertion that school uniforms reduce gang affiliations is not only scientifically un-proven, but also creates a sense of 'othering', and presumes that the dominant culture is the only 'acceptable,' 'normal' world-view. Our tamariki are very astute young humans

who would be much better served being taught to embrace difference, accept others for who they are (no matter who they affiliate with), rather than a forced homogeneity. The cost is prohibitive for low-income families and is emotionally and financially taxing. Asking whanau to go to WINZ to get a loan, or talk to the school causes immense distress and continues to 'other' whanau. The time and effort alone could be spent on supporting whanau and building on what they have, rather than highlighting what they don't have. The financial investment for the school and whanau could be spent directly on our tamariki in areas proven to increase success (extra-mural activities, breakfast and lunch, equipment, IT, the arts etc). There is no concrete evidence to support clothing makes a person more successful. The time staff will need to implement and enforce the school uniform could be spent building relationships with tauira, not constantly having to repair them. Mauri Ora! na, <removed>

Kia ora, I disagree that a uniform is going to instil pride in the wearers when there are so many of our students that are against having to wear one. We have wonderful school values, why not focus on Pride in these and our difference in not having to wear a uniform. We don't have to be like other schools, we can be proud of that, we are proud of that. Our family would be happy to donate money toward a sports kit uniform for students when representing our school. As a child raised in a single parent home and then when I was a single parent of a school aged child, I know and knew first-hand that school uniforms do not level the playing field. I also know that vulnerable families often do not ask for help when they can't afford to provide for their children as it is just another reason for others to question how they budget and spend their money. This is already an issue for many struggling families. I cannot see how a uniform is going to improve our school. In fact, I see it as being quite the opposite. I am so pleased our ERO report has improved, this is truly a step in the right direction for our children. A uniform is not the thing that is going to improve our ERO reports further. When we moved to Whaingaroa to live I was so happy that my child was going to be able to attend a non-uniformed school as having to make sure there is always a clean uniform is just one more job, I must add to my already list of things I have to achieve. I would just really like to not have to do that again. One of the arguments at the meeting on Feb 3rd in support of the uniform had to do with phone calls to the school complaining about RAS students. It was stated that the staff would go to the site of the 'problem' to discover the trouble was not being caused by RAS students. It was said that having a uniform would help this issue. I disagree with this as students who are bunking from school will do so in their mufti clothes rather than their uniform. The other thing I could not help but wonder was how is it these local people aren't recognising our kids? I know so many of our local youth including kids that are not in the same friend's group as my child. I also know that my child is known by many of the people and businesses in our town. Surely that is the same of other RAS students? Especially as we have groups of youth from RAS and other schools that like to spend time together at the library and the skate park after school. When I attended a secondary school that didn't have a uniform, I was able to embrace my own style and could do so in an encouraging, supportive environment. Thank you for your time and passion as board members and for helping our school to improve. I believe that you all care for the students, our children. I understand this is a very contentious subject and there are going to be so many for and so many against, I just wanted to share my own views and personal experiences as to why I am hoping that RAS will not be continuing to implement a uniform for any part of the school. Ngā mihi <removed>

The scientific literature offers no conclusive evidence that the introduction of school uniforms is likely to meet the set objectives or will deliver the desired outcome that the BOT has stated. While student discipline and academic performance can increase with school uniforms, the benefits are generally only realised with simultaneous implementation of a wider strategic set of initiatives aimed at improving the overall school culture and teaching philosophy. Indeed, introducing school uniforms without a strategic goal in mind has been shown to merely mask more complicated underlying problems. I understand that the BOT may have a wider strategy in mind, however, this

has not been clearly documented nor communicated to the whanau. I therefore regard the rollout of the school uniform premature until the wider context of initiatives has been made available. Maybe a focus on initiatives that will not put extra financial burden on families would be more appropriate. We should be focusing on providing better education I.e after school tutoring, more one on one teaching, smaller class sizes, more teachers! I'm a single mother and i already have to pay for my child to get private tutoring outside of school because she's not getting enough help at school. THAT to me, is more important than paying for stupidly overpriced uniforms that are not even necessary! You are taking the focus away from what's important!! Education is important, not what the kids are wearing!!!

Many of the students I have met through RAS are unique individuals and great characters. Despite the troubles the school may have had in the past the students generally have been a credit to their school and community and I'm delighted by how much they have retained their individuality. This aspect of the school community is one of the things that makes it stand out from the cookie-cutter approach taken by most schools and is a reflection of the wider Raglan community. Naturally I would like to see this continue so would prefer no uniform. If the community votes for change however I hope there is a clear and sizeable mandate for that change because a narrow win (of say 51% - 49%) would probably lead to the issue festering for a long time.

It makes me sad that at a time when most of the world is embracing diversity, RAS would consider this step backwards. I agree that bullying is a serious issue and am pleased that it is being addressed by the school, however I do not believe that conflict should be managed by making everyone the same. I would like my children to be taught a different lesson, that everyone deserves respect, even those who are different from them. This is what I teach my children at home. I had hoped they would be taught the same thing at school.

In regards to gender identity/expression as long as students are allowed to wear whatever uniform they chose this should be ok, I would be very concerned if students were made to wear the uniform that did not sit right with them. And am also [concerned with the comfort level of children with having a uniform if it does not fit all body types](#). As for the last 2 questions I don't think having or not having a uniform will change the bullying at our school. Neither my own children or any students I have taught have experienced bullying due to clothing at RAS. I have always found Raglan a safe place to wear whatever you want and not have to have labels, in contrast to the place where my children and I grew up. My children have always been happy to wear second hand clothing since moving here, and it has therefore never cost me anything near what new uniforms would cost. We have happily supported our community by buying clothing from Kahu's nest, the Lion's shop and community house and when we could afford it support other local businesses. I think having a uniform in OUR school will emphasise the divisions between lower/higher income families. It would only make the less fortunate families look more out of place as they would be the ones with the old/unwashed/ second hand uniforms/ less expensive and possibly not as good quality uniforms. Whereas if they can all wear second hand mufti nobody notices. I know from experience some of the struggles of lower income whanau having the less nice uniforms, not going to school because family can't afford uniforms for everyone or not enough changes and having to wear dirty uniforms or not being able to get your shirt dry in winter (because you only have 1 or 2) so having to wear it wet. AND the struggles for whanau in deciding, for example - do we get uniforms or do we pay the bills on time and not get further penalised for late bills? WINZ is not a fun place to visit and ask for help with paying for things and you have to pay it back so it just adds strain on already struggling whanau. Having uniforms will not decrease the amount of lost property nor make children not lose it. My sister's children go to schools with uniforms and they have the same problems with lost property.

I will support the schools decision to implement a school uniform but I do not think it's necessary to have one nor do I want one for my kids. But I support the school to make the right choice they think is necessary and will accept the outcome graciously. [Note if there was a prize for best comment, this would get it, wish more folk took this attitude]

Students go to school for an education. Schools need to ensure that they do not encroach unnecessarily on students' personal freedoms while they get this education. Mufti is comfortable for all body types, and individually expressive. NZ does not need cookie-cutter people; it needs socially aware, creative, bold and strong people. Uniforms are a traditional, right-wing instrument of control - and therefore not in keeping with Raglan's diverse character. I am also concerned to see the board pushing this agenda and not listening to those who aren't in favour. There is a general sense in the community of being trampled and ignored. Currently, the board is not actually representing the community and a decision like this should not be made until it once again becomes representative.

School uniforms will effect those families with the least income the hardest, so this is an extremely insensitive proposal at this period of time with Covid 19. The boards lack of empathy for the wider Raglan community I find unacceptable and shows a disconnect between the board and its community of people that it is representing. Please don't forget that there are many lower income families within Raglan that have supported the local Kindy rather than the more glamorous privatized Kindy's of Raglan and go on to support Raglan Area School rather than heading over the hill to Hamilton because supporting local means standing by those with less not pushing them out.

Pro uniform - 11

Our Whanau support the uniform and both our boys are excited about the possibility of it happening. Cost is definitely a factor for us but feel the benefit for the whole school outweighs this! Would be happy if it was just the top and a picked colour bottom half if it meant it was easier to bring it in. Thanks for all your hard work.

Uniform is a great idea. Think maybe an [partial uniform for 0-6](#) would be better the neat blue top and any black bottoms as a [slower intro to uniform](#) and once in year 7+ full uniform help lower cost for parents and fast growing children and the others that aren't so keen on the uniform idea. A payment plan should be available now ~a laybuy or automatic payment plan now so by the time our child/children need to be in uniform its already or nearly paid for.

Can the implementation come in stages and can the senior students have the option of whether they wear it or not, or have the option of a RAS hoody? Our eldest daughter will most likely go to Hamilton for year 11, not keen on buying a full uniform for only a term or two. On the positive - I love how you've chosen hemp fabric. A truly excellent choice.

Hi there, the feeling I have had is that this has tried to be pushed through (and after the big year of COVID) and am glad to see a step back has been taken to fairly get a feel for what is right as a collective and community. I would appreciate a letter in the mail with the proposal of the uniform and cost. I have lived in Raglan since I was 5 years old, and I am a old Raglan Area School student, my son <removed> was birthed here in Raglan and has attended Raglan Area since he was 5 years. Raglan has long been a place of mixed people. When it comes to cost, I think lower income earners are not being considered? And as its been suggested that those unable to afford this uniform - that the school will pitch in, is this really the area we want to be spending the schools money? More resources in high school learning I think will be more beneficial. I am in support of bringing in a uniform, but I think it can be made alot more simpler, less expensive and down to earth, to truly reflect all people of Raglan. Maybe there can be a [5 year plan, and work toward a more full uniform](#) over time, if this is what is in alignment with the collective. What is the rush? But for now, I do

support a much more cost-effective, simple uniform and dress code, as over-all I actually think a simple uniform and dress code can benefit the school and community. Kind regards, <removed>

I support a school uniform. My child <age> would love to have the same as everyone else and not worry about what to wear each day. I also support gender neutral items, giving all kids the choice to wear whichever items they are comfortable with wearing. I believe having the option of choosing non branded will alleviate the cost pressure on families. I do not like the way the school presented this idea without consultation with parents. The principal and board really need to step up and do better in regards to communication. This has been an ongoing issue that needs to be addressed.

I support the BOT in their path to introduce a uniform. [Can it be implemented in stages?](#) Perhaps in the first year introduce tops, ie a choice of [tops and a warm hoodie/sweatshirt for winter](#). I [don't think uniform shoes are necessary](#), especially for the younger 0-6 years. I think it is essential that [hats are worn in the summer months](#) , again especially for 0-6, in all PE sessions and during morning tea and lunch breaks. If costs are a major concern, then can we have targeted fundraising to reduce costs for those who need help? I read all the minutes from the meeting held early in Feb. I took note of the comments made regarding the pride and appearance of travelling sport teams, etc. I think a smart uniform, implemented in stages, would be great for students representing school.

I think a uniform will help to not emphasis the divisions of lower income and higher income families. My girls attended Forest Lake primary in Hamilton for two years and I felt the uniform gave all the tamariki a sense of unity. It was also much easier in terms of them getting ready and organised in the morning. No stress of what to wear or fights over clothes! Yes their is an initial cost but buying clothes especially labelled clothing which my children like costs alot too.

I think that creating a school culture and unity, also a standard of dress and presentation will be a positive move - it can help increase creativity and also help students have pride in themselves and the school and will make parents / students lives easier not having dilemmas around what to wear/what not to wear to school. The uniform can be more creative - maybe a [unique art based school screen print/ logo/ motto or pattern](#) and not just a boring standard uniform. Use the uniform to enhance the school values and motto. People think freedom of choice creates more creativity but in most ways it does not, having a container/ some boundaries actually increase creativity more. I am concerned about the sexualisation of how girls/ teenagers dress these days as well as knowing/ differentiating that there is school / work dress code and then weekends (as an employer the youth really struggle with this). Kids who are used to uniforms at some stage in their life and taking pride in their presentation to a respectable level learn something important to society and being an employee etc. etc.

I think this is a positive idea that if done correctly will help foster school pride, and could help to bridge divisions between lower and higher income groups (not increase them). It's great to see that there are plans in place regarding cost but care will need to be taken to make sure this is carried out effectively in practice. For our family (and I'm sure many others), it's a falsehood to suggest that uniforms will be a cost saving as we get most our kids' clothing 2nd hand. Finally, the partial implementation seems like a good idea of reducing the cost burden particularly in the earlier years. Good luck getting this through!

If uniforms were worn there would be less bullying and no division between lower and upper income families as they would all be wearing the same thing. Also, if there are uniforms then the unclaimed lost property can be put back into the community for the families that can't afford it. I've only put 'not concerned' about gender identity as I'm presuming each child will be able to choose if they wear [shorts, skirt or long trousers whatever their gender](#)

In my experience, as an educator and parent of children, who have previously attended schools in south auckland (where we have a mix of families from all socioeconomic backgrounds), uniforms have evened the playing field. Second hand uniform sales were welcomed, organised by pta, and provide families with cheaper Uniform options. At the end of each school year unclaimed property was always discreetly offered to families who were struggling. As an educator I have never seen a child complain about body issues or self esteem due to uniforms (if so you have provided flexibility in allowing us to choose our own 'bottoms'). As a parent uniforms save mountains of washing and improve time management in the morning. Kia kaha, our whanau is pro uniforms! Work on Clear communication and consultation needs to be a priority going forward for the school. Continuing a [relaxed approach to external appearances such as hairstyles etc](#) can still encourage self expression.

Kia ora Louisa and the RAS Board of trustees, I wanted to write a personal and direct note regarding the introduction of a school uniform at RAS, I have two girls in the school, <removed> with <teacher> and <removed> with <teacher>. Both girls love going to school, adore their teachers, and continue to develop confidence and a sense of belonging in the classroom and wider Whaingaroa community. I have high hopes for my girls and high expectations of the school that it can provide them (and all students) with a healthy, evidence-based, relationally, culturally, and academically rich and excellent education. I am keen to support this as constructively as I can as a parent of children in the school. I want to acknowledge the hard work, careful consideration, and leadership that you have shown in managing the introduction of a school uniform to RAS. Leading through change is never easy, and I appreciate your professionalism throughout. The rationale you have laid out for a uniform makes a lot of sense and I trust that as experienced educational professionals you are well positioned and qualified to make these kinds of decisions for our school and Tamariki. Whilst it's great for parents and whanau to have an opportunity to feedback and be heard it's important to me to have confidence that ultimately decision-making lies with those educational professionals working so hard to run and improve our school, not with parents engaged in an ideological debate about the pros and cons of a uniform. On a personal note, a uniform will definitely make my life as a busy, budget-conscious mum easier, and as a writer, clothes lover, and professional who has worked for over 20 years in the creative industries in NZ, the UK, and Africa I reject the claim that a school uniform in a learning environment stifles self-expression and creativity. That is in itself to have a limited and superficial view of what it is to be creative, to express oneself, the foundation of which springs from our kids feeling fundamentally seen for who they are on the inside - their character and potential, their feelings, thoughts, and ideas - not, what they wear. Once again, I want to thank you for your leadership and expertise in this matter. It is much appreciated. Best Regards <removed>

On the Fence - 7

I am border line on the uniform for RAS. THE 1ST Question should of had an Option for this too. I feel that [Yr 0-6 could have a compromised uniform](#) if a uniform goes ahead. For example a [t-shirt & hoodie and bottoms of choice in one colour same with socks/shoes](#). [Tshirts could be plain](#) so can be bought from a retailer such as postie or warehouse etc at parents choice. For [yrs 7-13](#) the uniform choices are good but maybe [blazers/shirts for leadership students only](#). [Tshirts for rest of students](#). [Plain socks of 1 colour which can be bought anywhere](#). *Another option is to have [jumper/hoodie of one colour say navy blue can be bought anywhere & families can purchase a school badge which can be stitched onto clothing](#). Could do [same with Tshirts](#) etc. * a cheaper option for families with more than 1 child. I'm also concerned about offering families x amount towards cost of uniform. Only offer to families that need it and use rest of money on items that the school needs for students eg shade sails/repairs to playground equipment/student toilets which are astrocious in the higher end of the school.has the board/school prioritised what money needs to be spent on in the school and in what order? It seems to take so long for school to implement improvements to buildings etc. I

understood there was roll out of improvements to each block but nothing happened since old d block completed. Why has it stopped? Diverting away from uniform but surely building and learning resources for our children are more important than money for uniform.

Firstly I would like to say a huge thank you to the BOT for all their wonderful and awesome incredibly hard work. I have selected the option that I do support the proposal of a uniform, however I am really on the fence. I can see a few positives and valid reasons for a uniform, especially in just the high school part of the school. However, [i don't see as many strong reasons for a uniform in the junior and intermediate part of the school](#). In the early years of school there is so much play, water play, outside time and children need to be comfortable, able to play without worrying about damaging their uniform and also use this time for self expression and identity through dress - which is so important. If this proposal were to go ahead I think it would only make sense to start the process at the beginning of the academic year. This is because some pupils may be leaving RAS shortly after which will be a big ask for them to purchase a uniform and then leave in a few months time. Cost is also a huge concern for many. The second option of having a branded top and the option to purchase coloured pants and shoes would definitely be more appealing and affordable for our community.

I am not opposed in principle to a uniform. I appreciate the BOT is acting from best intentions. Many mistakes on all sides have been made and at this point, I feel the possible introduction of a uniform should be delayed until school commencement 2022. This will allow genuine consultation and decision making which acknowledges the very real impact this will have on whānau. Our school is a very special place and our values are important. The way this has been handled is not at all in accordance with our stated values. I am sad to see the level of discord and stress that is happening at the moment in the community. I personally am feeling a great deal of anxiety around this proposal. We are a single parent family and although I work, we are community services card level low income and buying the proposed uniform will impact seriously on us. A uniform should not be an added stress on students.

I do not see uniform or no uniform as a big issue. I'm more concerned about learning etc, I had another son at a another school with a uniform which I thought was very expensive however he's going into his 4th year in the same uniform it's very good quality and is designed in a way they can grow into it. I also feel because Raglan students are unidentifiable they get tagged as the ratbag around town when half the time it's not even ras Kids. I think a uniform will help in a lot of positive ways I don't think any kids will like it. I know Raglan area school will make things happen for those that can't afford it and will by and large have the support of the community to help. I think it's great the board and the school are looking for ways to improve the school and keep moving forward.

I have mixed feelings about uniform but support the schools attempts to creat equality and to change the mood and concentrate on actual teaching and supporting kids individual personalities and not what they bring pre packaged from home in what is actually just several different uniforms ie surf shop, skate shop, gang affiliations, ex homeschooler, activist etc. Funnily enough I am not offended any more by student wearing their red hats, shoes or whatever. I hate the assumption that someone who wears red or affiliates with a gang comes from a rough or undesirable family when the reality is that all families and any child can be rough or behave in an undesirable way. Weather we like it or not school is an institution with rules and expectations. We are institutionalised from a young age by generations of set rules around manners, etiquette, protocol and social expectations including gang culture. What is my norm is not necessarily yours and that's what makes community. For me with uniform in a school thats pushing tikanga Maori, dressing everyone the same push's our colonial ways harder. Perhaps it would be interesting to say here's a uniform if you want it but if you don't then here's the minimum you have to wear. For public and sporting events a shirt is required and daily they wear uniform shorts or skirt and shoes that are compulsory with what ever

tidy t shirt they want from home. Hair jewellery makeup rules can apply but through a t shirt they can express themselves in a big enough way that's appropriate to the school and for the individual sense of style etc. If the management decide that implementing a uniform is better than not seeing red or surf gear or whatever, which can be an expression of family and identity then let's do it but don't forget blue is a gang colour too which could be upsetting for some. Perhaps [grey and black would work better](#). If it's surf culture, gang culture, homespun, man bun or whatever, people can after all express themselves after school and in the weekend. You're clever people and I'll go with a uniform if need be. Joe keeps asking when he's getting his! X

I hope the responses to concerns will be summarised by the proposal support response and not looked at in isolation. Both sides of the argument can claim to have solutions for some concerns so care is needed to avoid introducing bias either way. I understand gang affiliation is a factor but unsure if its linked to the proposal, some clarity would be helpful. Overall, given the socio economic mix with the community, I was surprised that anyone would propose imposing additional costs knowing the impact it will have on lower and some middle income families who are just getting by.

My concern is affordability as each child would need alot more than 2 uniforms each to get through the week. I think [sports uniforms only for the whole school](#) is a good start, design wise something that represents raglan as a whole and not following other school's ideals or styles. This whole debate I'm on the fence still.

Relaxed uniform - 6

I feel that introducing a [school tee, sweatshirt and jacket as an optional garment](#) for day to day wear at school, for EOTC, and days that require a more uniformed look. (Like Te Roopuu Aroha ki Te Reo does) would be a good idea. I myself would [purchase a good quality sweatshirt with the school emblem](#) on it for my children to wear on a weekly basis but do not support a mandatory full school uniform as the BOT is presenting.

I grew up in a school where the uniform was relaxed, [no need for specific shoes. Pants/shorts/skirts had specific colours, but could be slightly different to suit different body shapes](#). No punishment if not wearing the exact uniform that is requested. It was helpful for me, as a young girl, to not over think the way i look, or feel undermined or over powered by what i was wearing. I also feel having a "[relaxed uniform model](#)" [would represent the raglan community's identity](#), concerned with the environment as well as laid back. I love the idea of using hemp fabric. Well done board! I appreciate your hard work!

[I agree to a partial uniform](#), if there must be a uniform. Less is more... My other concern is the footwear. We are a [community of jandal wearer's, no shoes, sneakers, skate shoes and redbands!](#) We are surfers, skaters and farmers. I have 3 types of shoes myself, jandals, sneakers and gumboots. The all black shoes are hard to find and expensive, as I've had to do this for oldest child. She's a no shoe girl on a good day and by her 3rd year attending a high school in Hamilton, I've had to buy a \$200 pair of boots which will hopefully last 3 years, keeping her feet dry during rainy days, not to mention waterproofing spray as well.

I support a [partial school uniform](#). I think that a [t shirt and a hoodie with the school logo](#) or a meaningful design would be ideal, then parents can opt for more affordable bottoms if they like. I believe that to keep individual expressions, they should still be allowed to have their [hair, shoes and accessories as they wish](#), as I think that it would be beneficial for their self confidence. Also I believe that it would great in regards to the cost of it all

In terms of there being a full uniform or a partial uniform - I'm happy to go with the majority - as cost may make it more popular for partial for some families. I also think it's good to [treat the junior school separately](#) so they don't have to wear a uniform. Perhaps just a sports t-shirt for when representing the school at inter school sports etc. These could be purchased by school and kept at school for kids to use at event. They used to do this at the Primary school I went to many years ago.

My stepdaughter is a current RAS student, in matua Jason's class. Hence our Hamilton address, we are still RAS parents. Please consider our answers. May I suggest that a partial and more cost effective uniform may be a good compromise at this stage? [Such as a nice polo shirt with school logo](#). Than having guidelines on the rest of uniform but allowing each student to choose their own, within reason. I believe most against it are fuelled by the feeling of lack of proper consultation prior to this survey. Good luck!

Other -5

As apparent in the meeting there is no staff wide education or support of staff around holding our rangitahi safely in their self presentation. Staff are left to make their own judgements and police students as they see fit. Inconsistently and harmfully with shame being the motivator. Whether there is a uniform or not there needs to be some clear and ongoing leadership and messaging around appropriate response to our learners and their bodies/dignity. A uniform is papering over some issues at the school which require some deep work.

I have been following all the comments and discussions over the last few weeks with regards to the proposed school uniform and my overall conclusion is that we are a mixed bag at RAS and I think that is something pretty special and something to be proud of. I wonder if this proposal will divide us as a school community, if so Why? There have been many valid comments by many parents which include transparency, identity, cost, consultation along with many others. One parent even volunteered to produce a uniform here in Raglan. He got told that this was not possible due to lack of parent participation! Really, lack of parent participation, that was not an appropriate comment and quite offensive to many I am sure. Yet despite all the positive and negative comments floating around on Social Media I understand some of the benefits and I support a partial uniform. However initially I wanted to say 'no'!, mainly because it seems it was common knowledge amongst many that it was happening, was in production and had even been viewed! I wonder if some parents then felt angry and disappointed as I initially did because they found out the way I did. At the end of the day, we all want the best for our children, to maintain that pride within our school and outwardly project it. However, I don't think a really expensive uniform will promote our school or keep our students from leaving to attend high schools in Hamilton. Currently the uniform is way too expensive for us, we wouldn't even spend that money on regular clothes. Also I, think [we should give our teens a less formal option](#). If we are to move forward with a uniform maybe we could have a survey to get an idea of what people like from the current suggestions available. At the end of the day I would love an electric car to help save the environment but I cannot afford one, some things are just too far out of reach for many at the moment! Kind Regards

I think you missed an opportunity by only giving the options of "YES" or "NO" regarding support, so I chose no. I'm not entirely against the idea of a uniform, my concerns are: Cost - It was ignorant and privileged to respond that low income families should get loans and put ourselves in debt for a uniform. You and I both know one set will not get through 5 days of wear. Then there's the wear and tear plus items that go missing. For some of us, a costly uniform means cancelling other more important expenses or needs. You should be more conscious of the correlation of debt and poverty. And if cost has actually and genuinely been considered here then your communication around this concern has been inconsiderate. Gender neutral options - now I've seen the options, I think they're [not bad for junior and middle](#). The [senior options need some work](#) however. Consider involving a

broad representation of senior students. PE - [light grey isn't practical at all](#). Imagine how much Napisan we're going to get through on those grass and mud stained hemp items. Bullying - I find this difficult to answer as I believe there are two separate issues here. I appreciate the problems faced with the gang colours at school and see why a uniform could help. For those reasons alone, I don't want mine or my child's white privilege to prevent a uniform helping other children focus on their education. However, outside of gang related bullying, bullying in general is a major problem at RAS that has continued unaddressed properly for years. If the school wants to create a feeling of belonging and positive representation then the time has come to finally address it. My personal experience of my child being bullied last year showed a complete lack of policy, procedure and equipped staff. It was depressing. The handling of it was damaging to my child. Process - The lack of transparency and how this was presented disappointed me. How am I as a parent meant to feel empowered to actively participate in my child's education and school community when the board don't consider me important enough or too much of a bother to engage with? I find it dismissive. Sweeping comments by board members that parents don't engage is simply not true. Apart from newsletters, the communication from the school is seriously lacking, without my numerous attempts to be involved in my child's learning. It has been an issue since my child started school at RAS. Board meetings favour two parent households, I have raised this roadblock previously and been fobbed off. It's challenging to be vocal about issues because of the fear that staff will treat you as difficult or perceive you as ungrateful for all the work they do and in turn treat you differently. That's simply not the case and I'd love to see a new culture of positive interaction and open communication come out of this experience. Ngā mihi

This is a very divisive issue, and also a very personal one. I think you will end up offending half the school population no matter what you eventually decide! This goes for students, staff and whanau. For every kid that wants individual expression there is a parent who just wants their teen to get dressed without an argument in the morning! Here are some of my thoughts. * I can see and acknowledge the reasons for uniforms, I just don't think that they justify the cost, effort and loss of 'that special something' that RAS currently has. I am really impressed and happy with all the progress that is happening at school, some of it long overdue. I am just concerned that uniform may be a step too far - making us too like all those town schools, and losing a key point of difference. * I am aware that there are deeper cultural issues here, that I don't fully understand. I trust that as a BoT you will genuinely and thoroughly investigate those, and I am also aware that if you do that, and do it well, it will take time, and a lot of it. While some like me are happy to express their opinions, it can take a long time and a huge amount of trust for others to raise their heads above the parapet, as they have been shot down so many times before in other settings. I hope that whatever you decide will ultimately be reflective of the BI-cultural school that we are trying to be, not unintentionally choosing one over the other. For that reason I believe a compromise is probably key. *The proposed uniform seems very 'green'- good - but expensive - not so good. As a parent of 4 kids, the thought of all those new uniforms makes me cringe. I am lucky that mine won't all be there at once! I am also aware that contracts with uniform shops are a huge tie, to get out of those contracts can cost a LOT of money. If you do end up going with a uniform, I think you should go as simple as possible, a t-shirt and hoodie for example. Also considering a staggered introduction could be useful. I am on a good salary, but would struggle to go out and buy 2 shirts each for a couple of kids, let alone a full uniform for more than one child. Most of my income is allocated already, and we are a 1 income family. And I VEHEMENTLY disagree with asking ANY of your whanau to go into debt for a uniform! There is a very real clothes-go-round happening this side of the Divvy, I can honestly say I have never spent \$250 on clothes for ANY of my 4 children within a year. Second hand is all very well - but you need to allow whanau time for that to start happening, not expect everyone to magically appear in uniform on a set day. I believe that you need to start thinking in years, not terms. Frustrating, I know! Perhaps [uniform could be voluntary for the first year](#) - you would certainly see who would want it then!! But again, contracts may not allow for that, and it would need a bit of thinking about and exploring. *Please think practicality when

considering uniform. [Navy blue might seem practical, but it is difficult to name and shows half the dirt](#) anyway. In my experience, only half your whanau will even bother to name their stuff - the half that care. The other half will just not bother. (although this is a great way to start the second hand collection!) The kids who have to come with incorrect uniform then stand out and feel whakamaa. You also need to consider safety issues with identifying tamariki - particularly small ones, and ones with special needs. * The bullying issue is a non issue. Please don't kid yourselves that having a uniform will affect bullying in any way. In fact I have worked in schools where the bullying culture was aided by the uniform. Kids notice the other kids who don't wash their clothes, or don't have the fashionable shoes or have a funny haircut.... Bullies will always find something to attack, uniform or no uniform. Uniforms are not actually always the great leveler that people think they are. * I actually [really like the PE uniform we currently have](#), and the tamariki are really proud of their [sports hoodies](#). Having something to wear outside of school to identify yourselves can be very powerful, but doesn't necessarily mean that tamariki have to wear that same thing all day every day at school. Again, depending on your survey results, maybe building on what we already have might be a good place to start? So, although I'd really like all this to just go away so you as a BoT can get on with the other awesome things you are doing, if you do decide in favour of a uniform, please consider some of the points I've raised.

If a uniform is put into place, a form of [self expression should be aloud e.g piercings, coloured hair and styles](#)

Age related -2

I would be concerned a [uniform might inhibit play in Year 0-6, frequently getting changed into a PE uniform for sport would be an inconvenience at this age](#). Most of the classroom areas don't have sufficient changing area in the toilet blocks. I understand that bare feet will be allowed. That is good, but I would hate to see children not wearing shoes at this age because their parents don't want to buy another pair of shoes just for school. I would prefer to see the [uniform done well in Year 7-13 first](#). This also breaks the cost up for larger families with children in all areas of the school. I would also want to know the majority of teachers are onboard to support the implementation. I said no to a partially branded uniform in high school as I wonder if it leaves too much grey area. However, I would like the high school children to be allowed to [wear any plain black or navy jacket](#). Cost will be a factor for nearly all families, changing the sports uniform at the same time adds to that cost when most students already have a good uniform.

re this question: Please indicate your support for a uniform for the following age groups * - it should give an option to answer as neither support nor don't support - I don't have a strong opinion on whether the uniform is introduced for the junior school. I am not looking forward to having to keep track of their uniform and would be quite accepting of the junior school remaining without a uniform. I would like to see some school pride and representation evolve from the [introduction of a uniform - particularly at interschool events](#). It would be easier to keep track of the kids too in such a scenario. I'm happy as a parent of means to absorb some of the costs to enable other families to acquire the uniform. Perhaps we could have some fundraising initiatives?