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## Uniform Policy

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### 1.1 Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

## 2 Our school's legal duties under the Equality Act 2010

### 2.1

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment. To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mr K Miah Deputy Head who can answer questions about the policy and respond to any requests

## 3. 3.1 Limiting the cost of school uniform

- The socio-economic status of your school community is one of high socioeconomic deprivation, with 45% of students eligible for pupil premium funding. We are also in one of the most deprived areas in the country which necessitate that we are mindful of limiting the cost of uniform where practicably possible.

**3.2** Our school has a duty to make sure that the uniform is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible
- Limiting items with distinctive characteristics to low-cost or long-lasting items, such as ties
- Considering cheaper alternatives to school-branded items, such as logos that can be ironed on, as long as this doesn't compromise quality and durability

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- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and shoes
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating posters or labels
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

### 4. Expectations for school uniform

#### 4.1 Our school's uniform for KS3

- Official Red Swanlea blazer with school badge -KS3 (**Black for Year 9**)
- Plain grey V-neck jumper with school logo – KS3 (**Black for Year 9**)
- A plain white shirt with collar, which should be buttoned to the neck and tucked in.
- KS3 tie (red & grey stripes)
- Plain formal grey (**Black for Year 9**) trousers which covers the ankles or skirt (knee length), made from suit type material which should have no stitched-on pockets or studs/rivets and should be worn at the waist. No jeans, jeggings or flared trousers.
- If a belt is worn it must be plain, black and formal, with no additional markings
- Plain grey (**Black for Year 9**) salwar kameez (optional) -top should be up to the neck, top should be no shorter than the thigh, trouser must be kabuli style (loose fitting)
- Plain grey (**Black for Year 9**) tunic dress, from the neck to below the knee which does not reach below the ankle (optional)
- Plain grey (**Black for Year 9**) headscarf/prayer cap (optional). Headscarfs should not extend beyond the waist
- Plain black, closed, formal school shoes (coloured laces, high heels, plimsolls, sport shoes and ballet pumps are not allowed) or plain black boots to be worn underneath the trousers

#### 4.2 Our school's uniform for KS4

- Official black Swanlea blazer with school badge
- Plain black V-neck jumper with school logo
- A plain white shirt with collar, which should be buttoned to the neck and tucked in.
- KS4 tie (silver)
- Plain formal black trousers (covering the ankles) or skirt (knee length), made from suit type material which should have no stitched-on pockets or studs/rivets and should be worn at the waist. No jeans, jeggings or flared trousers.
- If a belt is worn it must be plain, black and formal, with no additional markings
- Plain salwar kameez (optional) -top should be up to the neck, top should be no shorter than the thigh, trouser must be kabuli style (loose fitting)
- Plain black headscarf/prayer cap (optional)
- Plain black, closed, formal school shoes (coloured laces, high heels, plimsolls, sport shoes and ballet pumps are not allowed) or plain black boots to be worn underneath the trousers

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### 4.3 Our school's uniform for PE

Only to be worn to school on the day that pupils have PE or school fixtures

Students should wear shoes on the way in to school as normal

- Black polo shirt with red side panel with Swanlea school logo
- Black track bottoms with Swanlea school logo
- Black 1/4 zip top with red side panel with Swanlea school logo
- Sports trainers
- Short white socks

### 4.4 Dress code for all

- No student is allowed to wear make up
- No student is allowed to wear jewellery except one pair of plain gold or silver stud earrings (no hoops or nose studs). Any nose studs that cannot be removed will need to be covered by a plain 'band aid style' plaster from home
- Any garment worn under the shirt should be plain white and not visible/protrude beyond the shirt
- School coats - all outdoor coats must have a waterproof element: no denim, no leather, no hooded top, no sports top and no fur (unless it's on the hood). Any hooded garments must not be worn either inside the building or in the playground. Body warmers are not allowed. Coats worn, that are not school uniform will be confiscated and can be collected from the Pastoral Supervisors office at the end of the day
- Winter hats (woolly), scarves and gloves can be worn in the playground but must be removed before entering the building
- Shirts should be tucked in at all times
- Acrylic nails and coloured nail varnish is not allowed. False eyelashes are also not permitted
- Non-prescription contact lenses are not allowed (students will be asked to remove them & dispose of them)
- During the summer term students are allowed to wear short sleeved shirt and tie.
- Baseball caps are not allowed
- Only school-issued badges/stickers may be worn on school uniform/clothes and equipment  
Eyebrows/haircuts- should not have special designs, patterns, or shaved lines. Eyebrows should not be shaved

**If a student arrives to school in incorrect uniform without a note from their parent/carer to explain the reason why, they will be sent home to change or the parent/carer will be asked to bring correct item in. If there is no-one at home, the item will be confiscated and/or the child placed in detention.**

### 4.5 Our Dress Code for 6<sup>th</sup> Form

- Blouse, shirt with collar, or tailored top (t-shirts, tops with logos and polo shirts are not permitted)
- Skirt, tailored trousers, or dress (jeans, leggings, and track suit bottoms are not permitted)
- Formal black or brown shoes (trainers, stiletto heels or canvas pumps are not permitted)
- Smart jacket (denim jackets are not permitted)
- Smart jumper or cardigan (logos are not permitted)
- Hoodies are not permitted

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- Jubbas / thobhs are not permitted apart from during prayers
- Skull caps for religious purposes only (baseball caps or other hats are not permitted)
- Baseball caps or other hats are not permitted
- Only school-issued badges/stickers may be worn on school uniform/clothes and equipment

### 4.6 Where to purchase it

- The official school uniform is only available from TRUTEX, the official school suppliers: 31 Broadway Market, London, E8 4PH
- Telephone: 02079239313
- Email: [crossbow.schoolwear@hotmail.com](mailto:crossbow.schoolwear@hotmail.com)
- Online: [www.trutexhackney.com](http://www.trutexhackney.com)

## 5. Expectations for our school community

### 5.1 Pupils

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Mr K Miah Deputy Head if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### 5.2 Parents and carers

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact Mr K Miah if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

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### 5.3 Staff

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with the relevant key stage deputy

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### 5.4 Governors

The governing board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.