



Uniform Policy

Swakeleys School for Girls

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Control Sheet

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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

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include age, sex, disability, race, religion or belief, pregnancy and maternity, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all student 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 students
- Allow all students to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all students to style their hair in a way that is appropriate for school and makes them feel most comfortable
- Allow students to wear headscarves and/or other religious items
- Allow students with sensory or physical needs to make reasonable adaptations to their uniform depending on their specific needs

- Allow for reasonable adaptations to our policy on the grounds of equality by asking students or their parents/carers to get in touch with Mr Murrell, Deputy Headteacher, who can answer questions about the policy and respond to any requests. These will be considered on a case-by-case basis.

3. Limiting the cost of school uniform

Swakeleys School for Girls has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education (DfE) on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that need 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/carers' 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 and/or long-lasting items
- 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
- Avoiding specific requirements for items students 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 leveller
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signalling differences in groups for interschool competitions
- Making sure that arrangements are in place for parents/carers to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents/carers of any changes
- Consulting with parents/carers and students 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

Rationale: Our school uniform policy reflects and supports our core values: *We are resilient and successful. We are trusting and kind. We are diverse and respectful.* Wearing a uniform fosters a sense of belonging and pride, helping students to focus on learning and personal growth. It encourages resilience and success by promoting high standards, discipline, and a positive attitude towards school life. Uniformity builds trust and kindness, removing visible barriers between students and promoting inclusion and equality. By embracing a consistent dress code, we also show respect for one another and celebrate the diverse community we are proud to be part of.

Years 7-11

There are 2 compulsory branded items: The blazer and PE polo shirt

1 optional branded item: School jumper

Item	Description/Notes
Blazer	- Grey blazer. Only available from W and S Sports
Jumper	- Optional black knitted, v-neck jumper with one emerald green stripe in the 'V'. Only available from W and S Sports
Skirt	- Plain black school skirt which is no more than 8cm above or below the knee. Available from W and S Sports and other outlets. - No side split, no lycra, not tight fitted
Socks and tights	- Socks should be black or white - Natural or black plain tights. - <u>Plain black socks only can be worn over tights.</u>
Trousers	- Plain black school trousers (standard material used for school trousers). Available from W and S Sports and other outlets - No buckles/other fashion accessories or visible labels. No stretchy/lycra material, leggings, flares or denim
Blouse	- Year 7-10 Plain green polyester/cotton blouse with collar, long or short sleeves. Available from W and S Sports. The blouse is also available at other outlets. (Banner brand): https://activeweargroup.com/blue-max-banner-revere-2-pack-short-sleeve-blouse-913352-p4254/s82104 - Year 11 Plain white polyester/cotton blouse with collar, long or short sleeves Available from W and S Sports and other outlets. (Banner Brand). https://activeweargroup.com/blue-max-banner-revere-2-pack-short-sleeve-blouse-913352-p4254/s82104 - <u>Should students wish to wear an underlayer this should be plain black or white</u>
Shoes	- Only black, polishable shoes or ankle-high boots (e.g. Kickers) - Laces must be black - Sports trainers, canvas shoes, boots, Ugg style boots, high heels, platform shoes, open shoes or backless shoes are <u>NOT</u> permitted.
Coats	- A warm, practical/waterproof coat.

	- No hoodies or sweatshirts with hoods Coats should not be worn in the school building
Jewellery	- One set of plain stud earrings - One small religious symbol may be worn inside of the jumper/blouse e.g. a small cross or an aum - Sikh kara bangle is permitted. No other bracelets are permitted - A nose stud. This must be small, plain gold/silver or clear and is worn at the owner's risk. No other forms of body piercing are allowed No other jewellery items are permitted e.g. nose rings/rings on fingers
Hair	- Hair must be a natural shade/colour
Makeup	- Years 7 and 8: No make-up is permitted - Years 9, 10 and 11: Light foundation only may be worn. - Mascara is not allowed. - False eye lashes are NOT permitted and must be removed.
Nails	- False nails or nail decorations of any description are not permitted. - Coloured nail varnish is not permitted
Headscarves	- Headscarves should be plain white or black with no embellishments
Bags	- Fit for purpose, appropriate bag. No fashion, shoulder strap bags for KS3-4. Must be closeable
ID Card and lanyard	- The school uniform includes the school ID card and lanyard which should be worn around the neck at all times on the school site for safeguarding reasons

Confiscation of Jewellery:

- Any inappropriate items of jewellery will be confiscated
- Confiscated jewellery will be placed in an envelope and labelled and will be placed in a secure cabinet
- Students can collect their jewellery at the end of term or parents can collect the items if 24 hours' notice is given to the front office

PE Uniform

Item	Description/Notes
PE T-shirt	- Swakeleys branded, house colour, aertex top (essential) Only available from W and S Sports - Should students wish to wear an underlayer this should be plain black or white.
Tracksuit bottoms /Sports leggings /shorts	<u>Students should wear any of the following items (essential)</u> - Plain Black skort, available from W and S Sports. - Plain Black shorts, available from W and S Sports. - Plain black tracksuit bottoms. - Plain black sports leggings
Outer Layer	- Swakeleys branded black 3/4 zip tracksuit top (optional). Available from W and S Sports only
Jewellery	- All jewellery must be removed for PE lessons. - In the event a religious bracelet cannot be removed (Kara) it must be covered by a sweatband
Headscarves	- We recommend wearing sports hijabs as they are tight fitting and therefore do not pose a health and safety risk during PE lessons
Trainers	- Sports trainers – we recommend that students wear appropriate trainers with cushioning and support for PE.

Uniform checks will take place on a daily basis by form tutors. Where uniform items are missing the school will temporarily provide items of uniform to any students. Refusal to wear the provided uniform will constitute defiance and sanctions will follow.

Sixth Form Dress Code

All Sixth Form students are expected to dress as if they were working in a formal office environment. This is to encourage professionalism and to help students to have the right mindset whilst in school.

We do not expect students to wear/ have:

Hoodies	Excessively short skirts / shorts	Prominent piercings / Visible tattoos
Denim Jeans	Flip flops/Crocs	Extreme hair styles or colours
Sports trainers	High heeled shoes	Hats
Sportswear (including joggers)	Clothes which reveal cleavage, midriff, or back	Leggings

Students who wear these items to school consistently without permission will be sent home to change. If this is necessary we will inform parents.

4.2 Where to purchase school uniform

Please note that some of our school uniform can only be purchased from our official school uniform supplier. These items have been highlighted in the table above. Our official school uniform supplier details are as follows:

W & S Sports, Woodward and Stalder. Orders can be made through their website www.wssports.co.uk. Any in person visit should be made directly with W&S Sports directly. Telephone Tel: 01844 690 200

Second Hand Uniform: The school collects second hand uniform and stores these on site. Students can request items of uniform via their Year Learning Coordinator subject to availability.

5. Expectations for our school community

5.1 Students

Students 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)
- Students are also expected to contact Mr Murrell, Deputy Headteacher, if they want to request an amendment to the uniform policy in relation to their protected characteristics.

5.2 Parents and carers

We look for your support in ensuring your 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/carers are also expected to contact the school office if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform. Uniform support application can be found here:
<https://swakeleys.hillingdon.sch.uk/wp-content/uploads/2024/07/Uniformgrant.pdf>

Parents/carers 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/carers to arrive at a mutually acceptable outcome.

5.3 Staff

Staff will closely monitor students to make sure they are in correct uniform. Breaches of the school uniform will be dealt with in line with the school's behaviour policy. In cases where it is suspected that financial hardship has resulted in a student not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

5.4 Trustees

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

- Is appropriate for Swakeleys School for Girls
- Is implemented fairly across the school
- Takes into account the views of parents/carers and students
- Offers a uniform that is appropriate, practical and safe for all students

The trustee 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.

6. Monitoring arrangements

This policy will be reviewed annually by the Deputy Headteacher. At every review, it will be approved by the Headteacher and the trust board.

7. Links to other policies

This policy is linked to our:

- Behaviour policy
- Anti-bullying policy
- Complaints policy
- Equalities policy
- Vision and values

Swakeleys School for Girls Uniform Guide

COMPULSORY ITEMS

- **Grey Blazer** (optional in the summer term)
- **Skirt - plain black school skirt** - no more than 8 cm above or below the knee. No side split, no lycra and not tight fitted.
- **Trousers - plain black school trousers** - trousers must be the standard material used for school trousers (cotton/polyester). No buckles/other fashion accessories or visible labels. No stretch lycra material, leggings, flares or denim.
- **Blouse - Year 7-10** - Plain green polyester/cotton blouse - with collar, long or short sleeves.
- **Blouse - Year 11** - Plain white polyester/cotton blouse - with collar, long or short sleeves.
- A plain black or white base layer may be worn underneath the blouse.

LANYARDS

- **Lanyards with ID cards** - must be worn around the neck at all times on the school site for safeguarding reasons. (Lanyards may be removed in practical lessons)

BLACK POLISHABLE SHOES



- **Black, polishable shoes or ankle-high boots only.** Laces must be black.
- Sports trainers, canvas shoes, ugg style boots, high heels, platform shoes, backless shoes or open shoes are NOT permitted.

SOCKS AND TIGHTS

- **Tights** - must be plain black or neutral in colour without patterns.
- **Socks** - plain white or black socks only. Plain black socks only can be worn over tights.

JUMPER

Optional:

- **Black knitted, V-neck jumper** - with one emerald green stripe in the 'V'.



Compulsory items of uniform can be purchased from W&S Sports. <https://www.wssports.co.uk/>

JEWELLERY

- **One small religious symbol** – a small cross or an aum may be worn inside a student's jumper/blouse. All other jewellery is not permitted.
- **If ears are pierced, one set of plain stud earrings** may be worn.
- **A Sikh Kara bangle** is permitted. No other bracelets are permitted.
- **A nose stud** -this must be plain gold/silver or clear and is worn at the owners risk. No other form of body piercing is allowed.
- **No other jewellery items are permitted** e.g nose rings, rings on fingers, bracelets.

HAIR & MAKE-UP

- Hair must be a natural shade/colour
- **Years 7 and 8** – No make-up is permitted.
- **Years 9, 10 and 11** – Light foundation only may be worn.
- Mascara is not allowed. False eyelashes are **NOT** permitted and must be removed.

NAILS

- False nails or nail decorations of any description are not permitted.
- Coloured nail varnish is not permitted.

BAGS

- Fit for purpose, appropriate bag.
- No fashion, shoulder strap bags for KS3-4. Must be closable

HEADSCARVES

- **Headscarves** - should be plain white or black with no embellishments.

JACKETS AND COATS

- A warm and practical waterproof coat.
- Coats should not be worn in the school building.
- Hooded style tops are **NOT** permitted in school or on the journey to school.