

— T H E —
SWEYNE PARK
— S C H O O L —

Uniform Policy

Prepared in Consultation with:

Sweyne Park School LGB

Approved by Rayleigh Schools Trust:

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This Policy aims to:

- set out our approach to a uniform that is of reasonable cost and offers the best value for money for parents/carers;
- explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010;
- clarify our expectations for school uniform.

The Equality Act 2010

The Equality Act 2010 prohibits discrimination against an individual based on their protected characteristics, including sex, race, religion or belief, and gender reassignment.

To avoid discrimination, we will:

- avoid listing uniform items based on sex, to give all pupils/students 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/students;
- allow all pupils/students to style their hair in such a way that is appropriate for school, yet makes them feel most comfortable;
- allow pupils/students to request changes to swimwear for religious reasons;
- allow pupils/students to wear headscarves and other religious or cultural symbols;
- allow for adaptations to our policy on the grounds of equality by asking pupils/students and/or their parents/carers to contact us on admin@sweynepark.com with any questions about this Policy.

Limiting the Cost of School Uniform

Our school has a duty to make sure that the uniform we require 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'/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 or long-lasting items;
- avoiding specific requirements for items pupils/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 our uniform can act as a social leveler;
- avoiding different uniform requirements for extra-curricular activities;
- 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/carers of any changes;
- consulting with parents/carers and pupils/students on any proposed significant changes to the Uniform Policy and carefully considering any complaints about it.

Expectations for School Uniform

(Prices may fluctuate and are for comparison only)

PE Kit – whole school	Required or optional	SPS Branding available	Unbranded option/s available elsewhere	Danielles	Supermarket price approx.
Branded royal blue Polo shirt	Required	yes	no	£6.75-£9.10	N/A
Football socks (navy with yellow band)	Required	no	yes	£6.99	N/A
Plain black shorts and/or plain black sports leggings or black skort	Required	no	yes	Shorts £5.99 -£6.50 Skort: £14.99 - £17.99 Leggings from £14.99	From £4:00 From: £12.50
Rugby Shirt (navy blue with mustard sleeves and sides)	Optional	no	yes	£21.99-£23.99	N/A
Plain black Tracksuit bottoms	Optional	no	yes	Not available	From £10.00
Trainers	Required	no	yes	Not available	From £16:00
Football boots	Required	no	yes	Not available	From: £9.99
Swimwear (no two-piece swimwear)	Required	no	yes	From £12.50	From £4:99
Branded royal blue hoodie	Recommended	yes	no	£21.99-£24.99	N/A

GCSE PE Only	Required or optional	SPS Branding available	Unbranded option/s available elsewhere	Danielles	Supermarket price approx.
Branded GCSE PE hoodie	Optional	yes	no	£19.50 - £25.00	N/A
Branded GCSE royal blue polo shirt	Optional	yes	no	From £11.20	N/A

Sweyne Park Uniform	Required or optional	SPS Logo	Can non-branded item be purchased?	Danielles	Supermarket/M&S From:
Branded Sweyne Park tie	Required	Yes	No	£6.50	Not available

Branded Sweyne Park black jumper	Required	Yes	No	From £14.85	Not available
Light blue shirt	Required	No	Yes	From £13.50	From £3.50
Smart black shoes	Required	No	Yes	Not available	From £18.00
Black ankle socks	Either black socks or tights	No	Yes	5 pairs from £6.99	From £3:50 pack of 10 £11:50
Black or flesh coloured tights	Either black socks or tights	No	Yes	2 pairs from £5.60	From £3.50 pack of 3
Plain, inexpensive outdoor, waterproof coat	Required for colder weather	No	Yes	Not available	From: £16.00
Branded black knee length kilt or black tailored, trousers	Required	Required Skirt - yes Trousers – non-branded	No Yes	Kilt: from: £24.65 Trousers: £14.25	Kilt: N/A Trousers from £7.00

The Following Items are Not Permitted:

- trainers - i.e. footwear with the sole curling up towards the toes;
- canvas shoes;
- boots above the ankle bone;
- any branding, logos, etc. in any colour other than black;
- white socks and/or knee length sock;
- “chino” style trousers;
- denim trousers;
- skin-tight trousers (some styles/fits not marketed as skin-tight may appear tight when worn– please do check);
- jogging bottoms;
- leggings/jeggings;
- any belts should be plain black;
- fashion hats, caps etc. should not be worn in the building.

Jewellery:

- only stud earrings are allowed;
- rings are not allowed;
- we do not recommend nose piercings, but if worn they must be a discrete stud;
- no other facial piercings are allowed.

Make-up etc:

- any make-up/false eyelashes/eyelash extensions worn should be subtle and professional;
- false nails are not allowed;
- hairstyles should be professional, extreme colours, cuts and styles are not acceptable.

Sixth Form Students Wear a School Uniform

This is an important part of our Sixth Form ethos: the objective is that the students in our Sixth Form dress in a manner appropriate for learning. Sixth Form students are expected to set a positive example to the younger members of the school community by wearing:

- Sweyne Park Sixth Form blazer (branded);
- Sweyne Park Sixth Form tie (branded);
- white shirt (non-branded);
- plain black woven fabric, non-stretch, tailored, regular fit trousers or plain black knee-length tailored skirt (no skin-tight trousers or jeans please) (non-branded);
- a plain black V-neck jumper may be worn underneath blazers during cold weather (non-branded);
- black ankle socks, or black or flesh coloured tights (non-branded);
- sensible leather/man-made black shoes (no leisure shoes please) (non-branded);
- plain outdoor, waterproof coat (no denim please) (non-branded);
- there is no requirement to wear school PE kit for Wednesday afternoon sport. Sportswear should be appropriate for a learning environment.

Where to Purchase Items

Our branded items can be purchased from Danielles, and non-branded items can also be purchased from Danielles as well as at larger supermarkets, e.g. Marks and Spencer, ASDA etc.

We also run a Donated Uniform Shop, details of which this can be accessed via Scopay.

If you wish to support our school community with a small donation when ordering from our shop, or with the donation of good condition uniform that is no longer required – we welcome such donations.

Expectations for our School Community

Pupils and Students

Pupils and 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).

Pupils are asked to contact us on admin@sweynepark.com if they wish to request an amendment to the Uniform Policy in relation to their protected characteristics.

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/carers are also expected to contact us on admin@sweynepark.com, if they wish to request an amendment to the uniform policy in relation to:

- their child's protected characteristics;
- the cost of the uniform.

Parents are asked 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.

Sweyne Park will work closely with parents to arrive at a mutually acceptable outcome.

Staff

Staff will monitor pupils and students to ensure they wear the correct school uniform. They will give any pupils/students in breach of the Policy the opportunity to comply, and, in the event that pupils and students fail to comply, staff will contact parents/carers.

In cases where it is suspected that financial hardship has resulted in a pupil/student not complying with the Uniform Policy, staff will take a mindful and considerate approach to resolving the situation. Should any parents/carers be experiencing financial difficulties in obtaining the correct school uniform, they can contact us, in the strictest of confidence, via pupilservices@sweynepark.com.

Governors

The Local Governing Body (LGB) will review this Policy to ensure it:

- is appropriate for our school's context;
- is implemented fairly across the school;
- takes in to account the views of parents/carers and pupils and students;
- offers a uniform that is appropriate, practical and safe for all pupils and students.

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

Monitoring Arrangements

This Policy will be reviewed on an annual basis, or as often as is deemed appropriate by the member of SLT overseeing uniform. At every review, the Policy will be approved by the Board of Trustees.

Links to Other Policies

This Policy is linked to our:

- Behaviour Policy;
- Equality Information and Objectives Statement;
- Anti-bullying Policy;
- Complaints Policy.