

Staff Dress Code Policy



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INTRODUCTION

Teaching is a formal and professional vocation. A staff dress code should reflect this, and it is important that staff at Afifah project a professional image to students, parents, and other stakeholders on a daily basis.

Our dress code reflects the high expectations of Afifah in terms of teaching and learning, behaviour, and appearance. It is recognised that staff within Afifah performs a variety of different roles, and our dress code takes this into account.

Teachers should be the ultimate role models for students and should lead by example. Consequently, it would be unfair to demand students to comply with our uniform policy if members of staff did not adhere to the staff dress code policy.

As an Islamic institution, we have an additional responsibility of ensuring that our appearance is not only professional, but also in accordance with the Quran and Sunnah. Modesty in dress is an important tenet of one's faith. Therefore, we expect all members of staff to dress smartly, modestly and in a professional manner, respecting the Islamic ethos of the school.

IN GENERAL:

- All members of staff must abide by the dress code set by the school.
- All clothing worn should be clean and in a good state of repair.
- All clothes (male and female) should be loose fitting, non-transparent and modest.
- The principal will have the final say on whether clothing or appearance is appropriate or not. In the event of non-compliance of the dress code by the principal, the matter will be investigated and adjudicated by the Trustees.

FEMALE MEMBERS OF STAFF:

- According to Islamic teachings, females are expected to cover their whole body except their hands and feet. Afifah will respect the right of females to cover their face, if they choose to do so. Our female students wear a hijab as part of their uniform.

- Therefore, as role models, the female staff must also wear a hijab or a type of secure head covering.
- It is preferred that females wear an abaya/jilbab. If an abaya/jilbab is not worn, the upper garment **must drop below the knees** and tops should be long sleeved till wrists.
- All trousers, culottes, skirts or dresses **must drop to the ankles.** If mid length dresses are worn, **they should be worn with trousers.** (No leggings, skinny jeans, ankle grazer trousers, capri pants or mid length culottes).
- Smart cardigan/blazer of any colour (coats must be removed during teaching)
- Hijab must be worn in a manner where the **neck and hair are fully covered.**
- Please avoid the camel-hump style hijab or loose-fitting hijabs where the hair may easily become visible.

MALE MEMBERS OF STAFF:

- According to Islamic teachings, a male must cover what is between his navel and knees at all times while in public. However, as this is a minimum requirement, all male members of staff must look smart by covering their entire body, except the face, hands and feet.

THE FOLLOWING MAY BE HELPFUL IN CLARIFYING WHAT IS AND WHAT IS NOT APPROPRIATE:

- Casual clothes are not suitable in a professional environment.
- Make-up must not be noticeable.
- Discreet jewellery is permitted for females only.
- Strong perfume is discouraged.
- **No long nails/nail varnish/false nails**
- No tight clothing (leggings, ankle grazer trousers or capri pants etc.)
- No denim or jeans –type clothing
- No t-shirts, shorts
- No inappropriate footwear (high heels, flip flops, trainers – unless for P.E)
- No large logos on clothes

Nursery staff/PE staff/Cleaners

- The above dress code is fully applicable to Nursery staff/PE staff/cleaners.
- Nonetheless, Nursery staff/PE staff and cleaners must meet minimum standards of modesty as outlined above.
- No heels to be worn at all.

EXCEPTIONS

- Non-Muslim members of staff need to be always dressed modestly. There is no requirement for females to wear a hijab, but legs and arms need to be covered.