



Ilim College Dress Code Policy

Rationale

According to Islamic teachings, modest dress is an important tenet of one's faith. All clothes should be loose fitting, non-transparent and modest. All students, parents, teachers and staff members are required to follow Islamic teachings regarding dress while on school premises and during school events. At all times, dress should be of the highest possible standard. It is expected that staff will present themselves according to school policy and as professionals. Ilim College retains the right to determine appropriate dress within the workplace.

Implementation

Upon signing the Ilim College contract, both male and female staff have agreed to obey the Islamic Dress Code Policy of the College while on school premises when attending College functions, campus and meetings outside of the school. Also, staff must adhere to the dress code when representing the College in functions and events outside the normal school hours.

Cosmetic Jewelry/ Makeup & Tattoos

Cosmetic jewelry may pose an occupational safety and health hazard to both staff and children. Therefore, the following limits are to be adhered to regarding jewelry and make-up worn by staff at the college.

- No intrusive make up such as eye shadow, eye lashes, lipstick, nail polish, fake nails etc, may be applied.
- Small nose studs are permitted any other type of facial piercing such as nose hoops or rings are not permitted.

- Jewellery that dangles, is sharp or pointy, or may be grabbed or pulled by a child is not to be worn.
- No perfume to be worn as children with allergies may react to it.
- All tattoos should be covered wherever possible.

Footwear

Footwear must be safe and comfortable without attachments that may cause injury to staff or children. The following footwear is considered acceptable:

- Runners may be worn by Primary staff due to the capacity of working with young children.
- Dress shoes or boots may be worn by male staff.
- Loafer style shoes or boots may be worn by female staff.
- Sport footwear may be worn by physical education staff.

On occasions when staff attend school campus or excursions a semi-formal appearance may be taken if needed i.e. runners may be worn. However, the modest Islamic dress code must always be adhered to.

Male Clothing

The following clothing guide is suitable to wear in an Islamic office/school environment:

- Business shirt and business jacket or blazer
- Semi formal suit trousers/slacks

Wearing of the following casual clothes is not permitted for teaching and non-teaching staff:

- Jeans, jean style trousers, chinos and shorts
- T-shirts and Jubba style outfits
- Baseball caps, snap backs, beanies and hoodies

Physical Education staff are expected to wear appropriate PE clothing that is loose and non-transparent, that must be worn when teaching practical lessons

Female Clothing

Females are expected to cover their whole body except their face, hands and feet and avoid tight fitting or transparent clothing. The following clothing guide is suitable to wear in an Islamic office/school environment:

- Dress is to be of semiformal standard.
- All pants/trousers must be loose and to ankle length are only allowed when worn under long tunics that fall at or below the knees.

Wearing of the following casual clothes is not permitted for teaching and non-teaching staff:

- Tights and jean style trousers are not permitted to be worn
- Casual clothing is not acceptable in a professional environment.

Physical Education staff are supplied appropriate PE clothing from the college uniform supplier which is approved by the school board. CRT staff must wear loose and non-transparent clothing, females must wear tops to knee level that must be worn when teaching practical lessons. On occasions when staff attend external professional development days semiformal appearance may be taken if needed i.e. runners may be worn. However, the Islamic dress code must always be adhered to. The wearing of fleecy tops or bottoms will not be permitted.

Male Hair

There should be no use of dyes, gels or any other form of product within the hair of the male staff. In the interests of health and hygiene staff must ensure their hair is clean and tidy. Sun hats supplied by the college will be permissible to wear as part of the colleges sun protection policy.

Female Head Covering

No hats, beanies or other headwear is permitted in place of the headscarf.

The hijab (scarf) must be pinned below the chin to ensure the neck is not showing. No transparent/ translucent headscarves are permitted.

Sun hats supplied by the college will be permissible to wear as part of the colleges sun protection policy.

Sun Protection

All staff are to wear hats provided by Ilim College whilst outdoors, appropriate protective clothing, and encouraged to apply sunscreen where they are likely to spend time outdoors.

If in doubt: If in doubt as to what constitutes appropriate clothing, please consult with your Campus Principal.

Breach:

Employees not complying with dress and grooming standards will be required to comply before continuing their duties. An employee who presents for duty dressed inappropriately will be required to change their clothing prior to commencing work. They will not be paid for time lost. Failure to comply with this policy may result in disciplinary proceedings.

In areas of concern, interpretation of these standards will be prerogative of the Campus Principal and College Board. The College Board has the right to terminate the teacher's contract if he or she does not follow the Ilim College dress policy as clearly outlined.

This policy will be regularly reviewed and evaluated as part of the School's commitment to an ongoing continuous improvement process.