



The Pearl International Islamic School



THE PEARL INTERNATIONAL ISLAMIC SCHOOL

KEY POLICIES

- Uniform and Dress Code
- Anti-bullying
- Health and Safety



2025

Global Citizens, Islamic Values



The Pearl International Islamic School

KEY POLICIES

1. Uniform and dress code Policy

Vision:

To provide a holistic and integrated international education grounded in Islamic tenets and values, empowering children to thrive academically as lifelong learners and contributing community members.

Mission:

To be the best provider of quality international education coupled with Islamic values within Uganda and across borders

Purpose:

To promote a neat, modest, and respectful dress code that reflects the school's Islamic values and international standards.

Guidelines:

For pupils:

1. Modest attire: Clothing should cover the body modestly, avoiding revealing or tight-fitting garments.
2. Uniform: Students are required to wear the designated school uniform, which includes:
 - A specific color and style of shirt, pants/trousers, and dress (for girls).
 - A school blazer or jacket (optional).
3. Dress code for girls:
 - Hijab (headscarf) is compulsory for girls.
 - Dresses and skirts should be knee-length or longer.
 - Clothing should not be transparent or revealing.
4. Girls must be neat in appearance.
 - Long hair must be tied up with black or dark-colored hair bands/clips, or neatly braided.
 - Braids must be black; other colors are not permitted.





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5. Dress code for boys:

- Shirts should be tucked in and pants/trousers should be worn at a reasonable length.
- Clothing should not display slogans or images that contradict Islamic values.

6. Footwear: Pupils should wear clean, polished shoes that are suitable for school activities.

For Staff:

1. Professional attire: Staff members are expected to dress professionally and modestly, reflecting the school's Islamic values.
2. Business casual: Staff members may wear business casual attire, such as dress pants/trousers and a button-down shirt or blouse.

Expectations:

- Pupils and staff are expected to maintain a neat and clean appearance.
- Clothing should be free of tears, rips, or excessive wear.
- Pupils and staff should avoid wearing excessive jewelry or accessories that may be distracting.

Consequences:

- Failure to comply with the uniform and dress code policy may result in disciplinary action.

Review and Revision:

This policy will be reviewed and revised as necessary to ensure it remains relevant and effective.

By implementing this policy, the school aims to promote a respectful and modest dress code that reflects its Islamic values and international standards.



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2. Anti-bullying Policy

Vision:

To provide a holistic and integrated international education grounded in Islamic tenets and values, empowering children to thrive academically as lifelong learners and contributing community members.

Mission:

To be the best provider of quality international education coupled with Islamic values within Uganda and across borders

Purpose:

To create a safe, supportive, and inclusive environment at The Pearl International Islamic School, where bullying is not tolerated.

Definition of Bullying:

Bullying is any behavior that is intended to intimidate, humiliate, or harm another person, either physically, verbally, or emotionally. This includes:

- Physical bullying: physical contact, gestures, or threats
- Verbal bullying: name-calling, insults, or teasing
- Emotional bullying: exclusion, spreading rumors, or manipulation
- Cyberbullying: using technology to bully or harass others

Policy Statement:

The Pearl International Islamic School is committed to providing a safe and supportive environment where all pupils, staff, and visitors feel valued and respected. Bullying of any kind is unacceptable and will not be tolerated.

Procedures:

1. Reporting: Pupils, parents, and staff are encouraged to report incidents of bullying to a teacher, counselor, or school administrator.
2. Investigation: All reported incidents of bullying will be thoroughly investigated, and parties involved will be interviewed.
3. Support: Pupils who are bullied will receive support and guidance to help them cope with the situation.





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4. Consequences: Pupils who engage in bullying behavior will face consequences, which may include counseling, detention, suspension, or expulsion.

Prevention Strategies:

1. Education: Pupils will receive education on bullying prevention, empathy, and social skills.
2. Awareness: The school will promote awareness about bullying through campaigns, posters, and events.
3. Supervision: Staff will provide adequate supervision in classrooms, playgrounds, and other areas.

Roles and Responsibilities:

- Pupils: respect others, report incidents of bullying, and participate in prevention strategies.
- Staff: supervise students, report incidents of bullying, and provide support to students.
- Parents: report incidents of bullying, support the school's bullying policy, and encourage their child to respect others.

Monitoring and Review:

This policy will be reviewed annually or as necessary to ensure it remains effective in preventing and addressing bullying.

By implementing this policy, The Pearl International Islamic School aims to create a safe, supportive, and inclusive environment where all students can thrive.





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3. Health and Safety Policy

Vision:

To provide a holistic and integrated international education grounded in Islamic tenets and values, empowering children to thrive academically as lifelong learners and contributing community members.

Mission:

To be the best provider of quality international education coupled with Islamic values within Uganda and across borders

Purpose:

To ensure a safe and healthy environment for all students, staff, and visitors at The Pearl International Islamic School.

Scope:

This policy applies to all pupils, staff, and visitors on school premises.

Responsibilities:

- The school administration is responsible for implementing and enforcing this policy.
- All staff members are responsible for ensuring the health and safety of students and reporting any hazards or incidents.
- Pupils are expected to follow school rules and regulations and report any concerns to teachers or staff.

Health and Safety Procedures:

1. First Aid: The school will provide first aid facilities and trained personnel to respond to medical emergencies.
2. Accident Reporting: All accidents and incidents will be reported and documented, and parents/guardians will be notified as necessary.
3. Emergency Response: The school will have emergency response plans in place, including procedures for fire evacuation, lockdowns, and natural disasters.



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4. **Hygiene and Cleanliness:** The school will maintain high standards of hygiene and cleanliness, including regular cleaning and disinfection of facilities.
5. **Safety Inspections:** Regular safety inspections will be conducted to identify and mitigate potential hazards.

Risk Assessment:

The school will conduct regular risk assessments to identify potential hazards and implement measures to mitigate risks.

Training:

The school will provide training for staff on health and safety procedures, including first aid, emergency response, and risk assessment.

Communication:

The school will communicate health and safety information to parents/guardians and pupils through various channels, including newsletters, parent-teacher conferences, and school assemblies.

Review and Revision:

This policy will be reviewed and revised annually or as necessary to ensure it remains effective and compliant with relevant regulations.

By implementing this policy, The Pearl International Islamic School aims to provide a safe and healthy environment that supports the well-being and academic success of all students.

