

University of Leeds School of Medicine and Healthcare Dress Code:

Audiology

Cardiac Physiology

Medical Ultrasound

Radiography

Nursing – Adult, Child and Mental Health

Midwifery

A Guide for Placement Providers.



UNIVERSITY OF LEEDS

At the University of Leeds, we are keen to take a proactive approach to supporting our students and ensuring we offer an inclusive approach to Equality Diversity and Inclusivity.

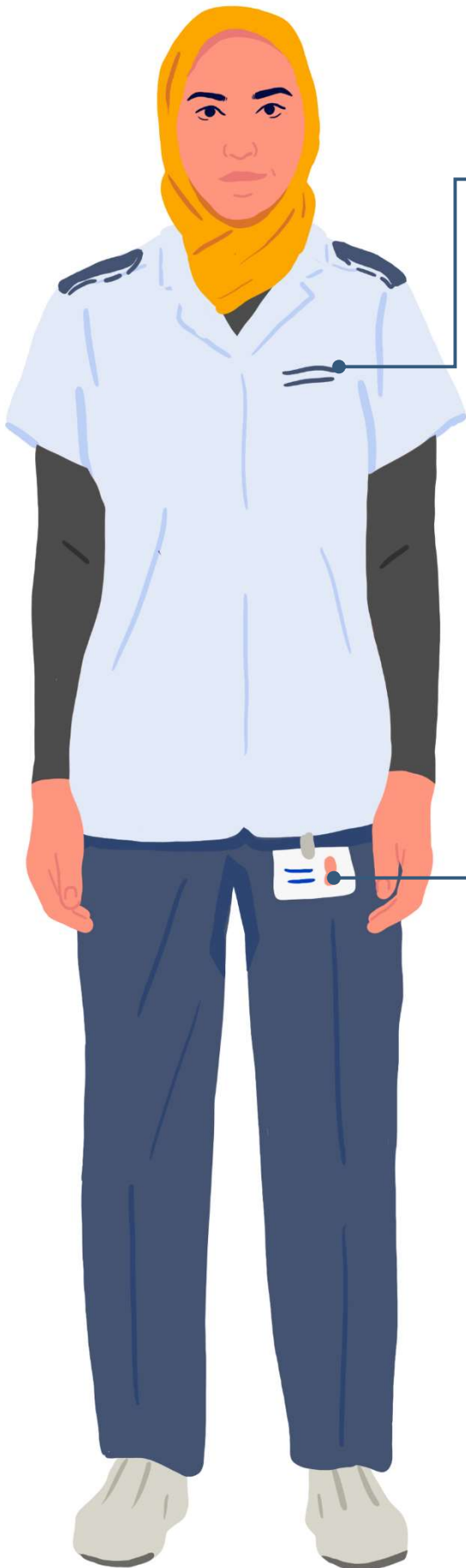
As per the Equality Act 2010 students who wish to observe the hijab, wear turbans or Kippah/yarmulke during their placement time must be permitted to do so.



Examples of the hijab (left), turban (centre) and Kippah (right).

According to NHS Uniforms and workwear guidance staff (and students) need to feel comfortable in their uniforms, this includes being able to dress in accordance with their religious and cultural practices. University of Leeds students will be provided with a uniform to wear in Clinical practice.

The following guidance is written for all placement providers and University of Leeds Healthcare students who attend Clinical Placements. These guidelines are based on NHS guidance Uniforms and workwear guidance NHS 2020.



General

It is important that all students portray a professional image whilst on placement. **Students are provided with a University of Leeds uniform to wear on placement** and should do so for **ALL** clinical placement activity.

Students are provided with three uniforms in year 1, there is also provision for loss/damage to uniforms.

Students should **not** wear their uniform to travel to and from placement, they should change into their uniform on entering placement.

Students should be clearly identifiable, **students should wear their name badge** and attach ID badges to their uniform using a clip when in clinical areas, neck lanyards are not permitted in clinical areas.

Uniforms should be washed at the hottest temperature suitable for the fabric.

Students Who Wish to Wear a Head Covering

Head coverings **should be worn unadorned and secured neatly.**

Students should be asked to tuck in head coverings into the uniform neckline.

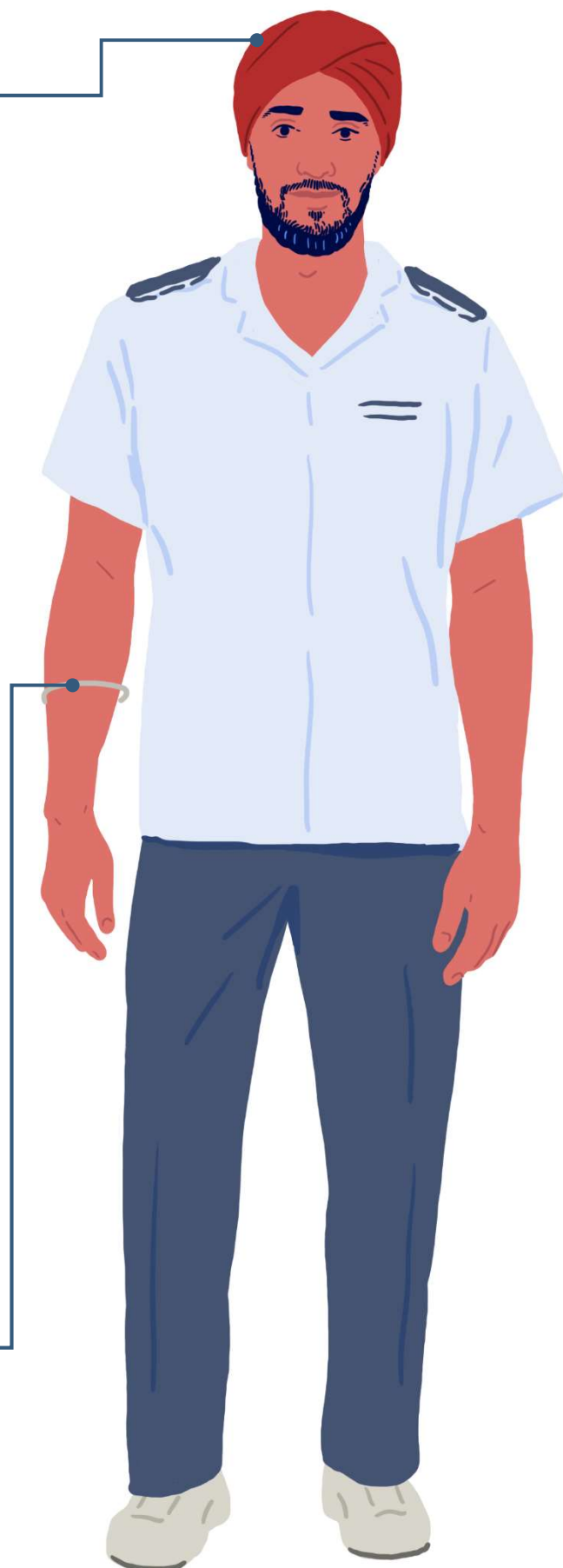
In places where there is a requirement for students to change clothes for achieving infection control these **students MUST be offered an alternative head covering.** Head coverings do not present an infection risk if they are properly worn and supported in the clinical environment. Similar alternative head coverings should be available to meet the students' needs.

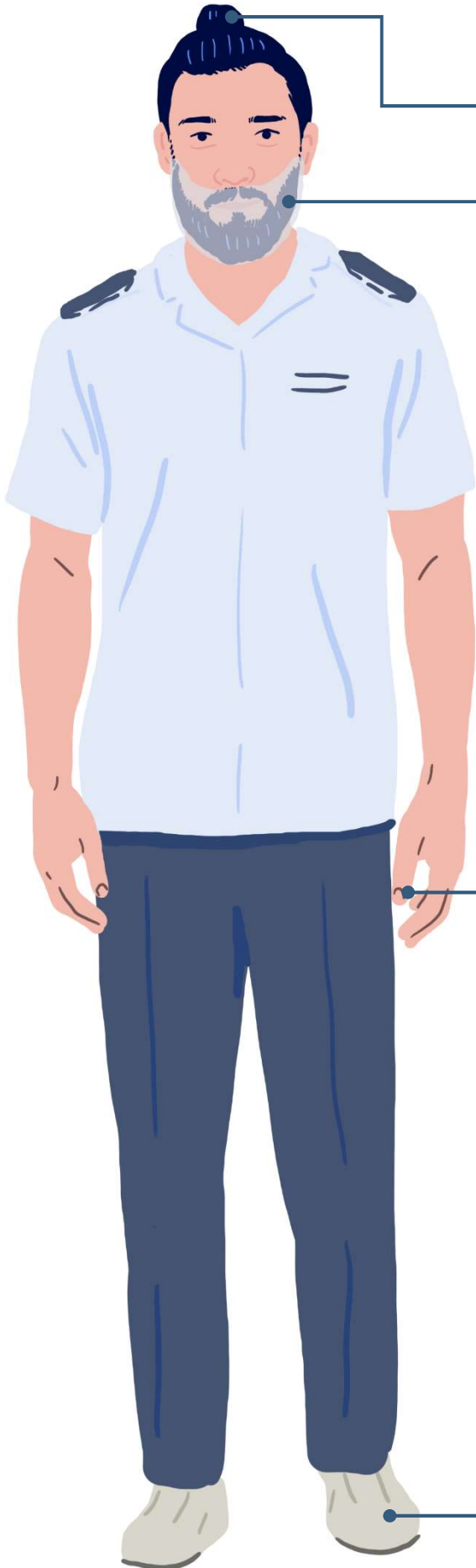
Jewellery

When in a clinical area, students should ensure that they **do not wear jewellery** as forearms need to remain uncovered during direct patient care activities (Appendix A). No wristwatch or other jewellery should be worn other than a plain wedding/civil partnership band.

For religious reasons students who wish to cover their forearms during patient care activity, it is acceptable as per the Uniforms and workwear guidance for NHS staff to wear **disposable sleeves** which must be put on and discarded in exactly the same way as disposable gloves.

Students who wear a **bracelet (Kara) for religious purposes should ensure the bracelet can be pushed up the arm** and secured in place for hand washing and direct patient care activity.





Hair

Long hair should be tied back off the collar.

Beards

Beards should be kept tidy and should not be allowed to hang down such that it comes into contact with patients during examination or care delivery. **Beard snoods should be available** to prevent this where necessary.

Fingernails

All students should have **clean, unvarnished fingernails**. Students should not wear gel nails, false nails or acrylic nails, as they harbour micro-organisms.

Footwear

Students should wear **soft-soled shoes closed over the foot and toes**, and wipeable. Trainers may be worn, but they must be of a wipe clean material. Footwear must be regularly cleaned and decontaminated.

In theatres or infection control areas one of the following should be offered:

Students may bring their own freshly laundered cotton head covering for theatre attendance. Subsequently washed at 60°C.

Alternatively;

- Offer students sterile **disposable hijabs**.
- Offer students **disposable orthopaedic hoods** which cover the head and neck. However, some students may find they do not meet their needs, as they may not fully cover the chest to meet faith needs.
- Ensure other head coverings are available to students, such as **mob caps**, for those students who wear a turban or require a larger head covering.

DO NOT ask students to remove their head covering without providing an alternative which meets their needs.

Scrubbing and Gowning

The metal Kara which are worn for religious reasons must be pushed as high up the arm away from the wrist as practically possible and secured in place to enable effective hand hygiene/surgical scrubbing which includes the wrist. This is comparable to guidance regarding the wearing of wedding rings.

Some students may not be comfortable performing a surgical scrub in front of male members of staff. Ensure these students can perform a surgical scrub by ensuring they can scrub independently or only with female members of staff present.

The dress code policies of the majority of our local placement providers stipulate your face must be fully visible for the purposes of recognition and clinical communication. For this reason, face veils including the niqab are not permitted in the clinical environment. The clinical environment is defined as:

- All placement locations
- Specialist teaching spaces
- Interactions with patients/patient educators/simulated patients
- Simulation suites (on or off campus)
- Clinical assessments (OSCEs)

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Appendix A – Direct patient care activity

Any activity that involves direct patient care as per the WHO five moments;

1. On the ward

- In the patient bedspace
- In any activity that involves patient contact

2. In out-patient clinics

- Any activity that involves patient contact for example;
- Examining patients
- Wound care
- Collecting samples for testing

3. In treatment and minor surgical procedure rooms

- At all times when patients are being treated

4. In Clinical areas with specific dress requirements

- In operating theatres
- In intensive/critical care units
- In A&E departments

5. Hand hygiene during direct patient care activity requires washing/disinfection

- Before patient contact
- Before aseptic tasks
- After risk of body fluid exposure
- After patient contact and after contact with patient's surroundings

Based on 5 moments for hand hygiene from NHS uniforms and workwear guidance – World Health organisation 2009.