

Pre-Registration Nursing and Midwifery Programmes

Uniform Policy

Introduction

This policy should be read in conjunction with the School's 'Religion and Belief: guidance and permissible adjustments' document.

Wearing appropriate uniform is essential to protect health, promote safety and project a smart, professional image in the workplace. Students of the University of Salford School of Nursing, Midwifery, Social Work and Social Studies are required to adhere to the following Uniform Policy.

This policy applies to all Pre-Registration Nursing and Midwifery students who undertake placements organised by the School.

Failure to comply with the Uniform Policy is regarded as unprofessional behaviour and will be treated as such, and students will be excluded from clinical skills sessions and clinical practice if they contravene agreed uniform policy. Repeat offenders will be investigated through the Fitness for Professional Practice procedure.

Where this policy applies

Students must adhere to the University of Salford uniform policy at all times whilst on clinical placement, and correct uniform must also be worn when attending clinical skills sessions in the university. In a small number of care environments nurses and other care staff do not wear uniform; in these instances students are required to follow their relevant home Trust policy and should contact the placement before attending to clarify dress code. All guidance below concerning hair, fingernails, make-up, jewellery, piercings and tattoos also applies to students wearing their own clothing.

Uniform should not be worn or be visible outside the placement area. Students should either change into their own clothes upon completion of a shift, or wear a coat that **covers the tunic entirely**. The Department of Health's (2010) guidance states that the public do not like to see hospital staff in uniform away from the workplace as this is perceived to be a risk to hygiene and infection control.

The uniform

The student is expected to wear the correct size of uniform, consistent with the guidelines issued by the Department of Health (2007:2010) and the Royal College of Nursing (RCN 2009). Students may not wear cardigans or other over garments in the clinical areas, during clinical skills sessions or when engaged in direct patient/client care.

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Female students

Adult, Children & Young People, Learning Disabilities and Midwifery:

White tunic with red trim and embroidered University of Salford logo with black trousers, or a white dress with red trim and embroidered University of Salford logo. Plain black socks should be worn with trousers and plain black tights should be worn with a dress

Male Students:

Adult, Children & Young People, Learning Disabilities and Midwifery:

White tunic with red epaulettes and embroidered University of Salford logo with black trousers. Plain black socks should be worn with trousers.

Mental Health (Male and Female Students):

White polo shirt with embroidered University of Salford logo and black trousers. Plain black socks should be worn with trousers.

Footwear

Shoes must be worn. This should be a plain, black, full shoe that covers the entire foot and for personal safety should have a flat non-slip rubber sole. It is not acceptable to wear trainers, court/ballet shoes, boots, clogs, open sandals or any footwear with platform soles. Shoes should be constructed of a robust material (i.e. not cloth/canvas) in order to provide adequate protection for the foot whilst in clinical practice.

Identification badges

All students will be provided with a University of Salford identification badge bearing their full name, which must be worn at all times in practice. In certain instances however, the placement provider may supply students with their own identity badge which should be worn instead. No other badges should be worn.

Student/patient safety & infection control

In the interests of infection control and minimising risk to the student and the patient/client whilst on placement, the following also apply:

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- Hair should be tidy and above the collar. Long hair should be firmly tied back and clipped so that it is off the face and above the collar. **In the interests of the student's personal safety and infection control, pony tails are not permitted.**
- Hair ties, clips or fastenings should be of a neutral colour which matches the student's hair colour and be without decoration. Protruding hair decorations should not be worn.
- Students should have a natural hair colour; this must be borne in mind if the hair is dyed or coloured.
- Facial hair (including beards and moustaches) should be neatly trimmed.
- Whilst on duty a fob watch (not wristwatch) may be worn, as students must be 'bare below the elbows' at all times whilst in uniform.
- Fingernails should be clean, short and free of all nail polish. False nails must not be worn at any time.
- False eye lashes are not permitted.
- No jewellery other than small, plain metal stud earrings (one per ear) and one plain band ring is permitted at any time whilst wearing uniform. Clear plastic retainers may be worn in place of piercings.
- Any visible piercings (including tongue piercings) must be removed whilst in uniform.
- Make-up, perfume and after shave should be discrete and not overpowering.
- Pens, scissors and other objects should be kept securely in the lower pocket.

Tattoos

The university recognises that many students may have a tattoo (or in some cases multiple tattoos), and that these may be on public view whilst wearing your uniform. This is acceptable as long as the content of the tattoo, either in terms of wording or imagery, does not contain sexual or graphic/symbolic references deemed likely to offend; if you have a tattoo which falls into this category and which is below the elbow, then it must be covered up when in uniform. If a tattoo falls into this category and is below the student's elbow, then the recommendations of point 2 of the Religion and Belief guidance document (i.e. the wearing of disposable over sleeves) will come into effect.

Care and maintenance

Students will have 3 sets of uniform purchased for them at the start of the programme through the University's Uniform provision process and can purchase further uniforms themselves using the order forms on Blackboard. Only uniforms supplied through this process are considered standard.

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A clean uniform should be worn for every new shift. Students are responsible for washing and ironing their own uniforms. The Department of Health recommends that uniforms, including headgear, must be washed at a minimum of 60° Celsius for at least 10 minutes which is sufficient to remove most micro-organisms (DH 2007).

If an item of uniform becomes stained or damaged, then a replacement should be obtained as soon as possible. It is the student's responsibility to replace damaged or lost items of uniform.

References

Department of Health, (2010). *Uniforms and workwear: Guidance on uniform and workwear policies for NHS employers*. DH: London available at: http://webarchive.nationalarchives.gov.uk/20130107105354/http://www.dh.gov.uk/prod_consum_dh/groups/dh_digitalassets/@dh/@en/@ps/documents/digitalasset/dh_114754.pdf (accessed 15th April 2015)

Department of Health, (2007). *Uniforms and workwear. An evidence base for developing local policy*. London: HMSO, <http://hospitalcaterers.org/press-releases/2007/uww.pdf> (accessed 15th April 2015)

McNeil, S.A. Foster, C.L. Hedderwick, S.A. and Kauffman, C.A. (2001). Effect of hand cleansing with antimicrobial soap or alcohol-based gel on microbial colonization of artificial fingernails worn by health care workers. *Clinical Infectious Disease*. 32:367-372.

Royal College of Nursing, (2009). *Guidance on Uniforms and Workwear*, London: RCN http://www.rcn.org.uk/_data/assets/pdf_file/0010/78652/002724.pdf (accessed 15th April 2015)