

Division of Nursing, Midwifery and Social Work

Student Nurse/Midwife Uniform Policy

1. Introduction

Wearing a uniform is essential to project a smart, professional image in the workplace. Nursing and Midwifery students of the University of Manchester are required to be well presented at all times in the learning environment as they are not only representing their profession, but also the University. Patients and clients can be assured of a student's commitment to best practice in infection prevention and control if their uniform is clean and students dress according to appropriate standards.

Most provider organisations that students are likely to work in will have their own uniform or dress code and students are required to strictly adhere to those policies, in addition to the Division's policy.

The policy below applies to all Nursing and Midwifery students who undertake learning experiences in practice organised by the Division. This policy supplements the Communication and Dress Code for Students at The University of Manchester available at:
<http://www.mhs.manchester.ac.uk/intranet/admingroups/teachingandlearning/usefulguidance/dresscode.doc>

Failure to comply with the uniform policy will be regarded as unprofessional behaviour and steps will be taken to invoke the Division's procedure regarding discipline if necessary.

Nursing and Midwifery students will be provided with a maximum of four complete sets of uniform by the University at the beginning of their programme of study as follows:-

- White dress with purple trim and University Logo
- Or
- White tunic with purple trim and University Logo and navy blue trousers

The University only orders uniforms from an approved supplier. Additional sets of uniform can be purchased by students from the University suppliers at the time of initial 'fitting' and any replacement/additional uniforms subsequently required can be ordered by students using the appropriate 'cash sale form' available from the relevant programme secretary. The costs of any additional and/or replacement uniforms, and any additional delivery costs, must be paid for directly by the student.

Students must only use the University approved supplier for any additional or replacement sets/items of uniform as these are supplied to a strict specification in line with relevant local and national guidance.

All students will be provided with a University name badge bearing their full name, designation (student nurse or student midwife) and the logo of the University of Manchester. These must be worn at all times as part of the uniform in addition to any badge provided by the placement provider.

Replacement University name badges can be ordered from the Programme Support Office, G.319 Jean McFarlane Building. Students will be required to pay for these at the time of order.

2. Where this Policy Applies

Students who spend time in their identified learning environment must wear their University of Manchester uniform at all times.

Due to the nature of work and specific patient/client groups they serve, some practice staff will in some environments wear their own clothes. In these instances students will be required to wear their own clothes but these must be appropriate to the work environment, look clean and smart and adhere to any local policies.

Plain, appropriate clothing must be worn and no advertisement logos or slogans should be visible.

University uniform must also be worn by students when undertaking any clinical skills training sessions in the University or in the provider organisation. This includes any training undertaken in the clinical skills laboratories at the University such as moving and handling and basic life support training and update sessions.

Students must not wear their uniforms outside of the learning environment and must change into their own clothes upon completion of a shift. This is particularly important now due to the high risk of infection posed by the Covid-19 pandemic. If students are in a learning environment where uniforms are not worn they must follow the policy of the provider organisation.

3. Uniform Appearance & Care

A clean uniform must be worn for every new shift. Students are responsible for washing and ironing their own uniforms. The Department of Health recommends that uniforms be washed at a minimum of 60° Celsius for at least 10 minutes which is sufficient to remove most micro-organisms. Uniforms must look clean and neat at all times. If an item gets stained or damaged then a replacement must be obtained as soon as possible (see section 2 above for how to obtain replacement or additional uniforms). In addition provider organisations have specific advice in relation to washing uniforms/ personal clothes to limit the spread of infection risk from Covid-19. Students should follow this guidance closely.

Adjustments to the uniform for cultural / ethnic or religious reasons will be considered where possible but must be in line with national and local policies. In relation to the University supplied items of uniform, adjustments are limited to an extended length of sleeve but all dresses or tunics must have sleeves that finish no

more than 6cm below the elbow. This is in order to comply with health and safety, and infection control policies. Such uniforms will be available from the approved University supplier and if required, this must be made clear at the time of initial fitting or when ordering replacements or additional items. The wearing of long-sleeved garments under a dress or tunic is not permissible.

Black headscarf / turban / skull cap may be worn.

The correct size of uniform must be worn and students must not wear cardigans or other over garments in the learning environment

Appropriate shoes must be worn. These must be black, flat soled, full shoes not boots, which cover the entire foot, have a non slip rubber sole, and be plain (not suede or canvas).

It is not acceptable to wear any other type of shoe.

Tights that are black or skin coloured only may be worn, with no embellishments.

Only plain black socks may be worn.

Whilst in the practice learning environment the following will also apply:

- Hair must be tidy and long hair must be tied/clipped back off the face and collar. Protruding hair decorations must not be worn. If required, neutral colour decoration should be used to secure hair.
- Long hair should be firmly tied back in such a way as not to interfere with duties or patient care.
- Beards and moustaches should be neatly trimmed.
- Fingernails should be clean, short and free of all nail polish. Acrylic nails must not be worn at any time due to the risk of infection (McNeil 2001)
- If make-up is worn, this should be discrete and false eyelashes are not acceptable. Perfumes and after-shave should be used sparingly.
- In the interest of infection control and minimising risks to the student and the patient/client NO jewellery other than small, plain stud earrings (one per ear) and one plain band ring is permitted at any time whilst wearing uniform. Wristwatches and bangles must not be worn when attending to patients.
- Any visible piercings must be removed whilst in the learning environment area and / or treating patients or clients.
- Tattoos that may cause offence should be covered accordingly and should adhere to the required dress code described above.

N.B. In this document reference to *provider organisations* includes NHS organisations, and private independent and voluntary organisations where students engage in practice learning experiences.

References:

McNeil S.A, Foster C.L, Hedderwick S.A (2001) Clin Infect Dis 32:367-372
Department of Health (2007) Uniforms and Workwear. An evidence base for developing local policy. © Crown Copyright 2007 [online:
www.dh.gov.uk/publications