

Division of Nursing, Midwifery and Social Work

Student Nurse/Midwife Uniform Policy

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1. Introduction

Wearing a uniform is essential to project a smart, professional image in the workplace. Nursing and Midwifery students at 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 [Professionalism Policy and Guidance for Faculty of Biology, Medicine and Health \(FBMH\) Students](#).

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.

Uniform Provision

**Reference to provider organisations includes NHS organisations, and private independent and voluntary organisations where students engage in practice learning experiences.*

Nursing and Midwifery students will be provided with a set of uniforms at the start of their programme of study. The set will include the following:

- 4 x white tunic with purple trim and University Logo
- 3 x navy blue utility trousers

The University only orders uniforms from an approved supplier. Any additional or replacement uniform items can be ordered online directly with the approved supplier. 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.

Name Badges

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 requested via e-mail to shs.placements@manchester.ac.uk. 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 always wear their University of Manchester uniform.

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. If students are in a

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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 always look clean and neat. If an item gets stained or damaged, then a replacement must be obtained as soon as possible - see section 1 for information on 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. Students should follow this guidance closely.

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.

Students should note that the guidance below is provided as a general reference. You must always follow the uniform policy set by the Trust or clinical area where you are on placement.

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.

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- Clinical areas will usually require that any further visible piercings are in the form of a small clear or skin-coloured stud, or a skin-coloured retainer. It is essential that you refer to the local policy for specific requirements.
- Tattoos that may cause offence should be covered accordingly and should adhere to the required dress code described above.

Adjustments for cultural / ethnic or religious reasons

Adjustments to the uniform for cultural / ethnic or religious reasons will be considered by providers* where possible in line with national and local policies. The wearing of full-length sleeves is not permissible. However, adjustments in terms of an extended length of sleeve may be considered.

To comply with health and safety, and infection control policies, any form of extended sleeves must finish no more than 6cm below the elbow and must not be loose or dangling. They must be fitted close to the arm and be able to be rolled / pulled back and kept securely in place during hand-washing and direct patient care activity.

Any student requiring an extended length sleeve will be able purchase an extended sleeved underlayer garment from the University supplier.

Dependent on local policy disposable over-sleeves, elasticated at the elbow and wrist, may also be offered by the placement provider*. These items must be put on and discarded in the same way as disposable gloves.

Black headscarf / turban / skull cap may be worn.

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

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