

University of Leeds School of Medicine Student Dress Code – MBChB and Physician Associates

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.

The following guidance is written for all placement providers and MBChB and Physician Associate students who attend clinical placements and are provided with scrubs to wear in clinical practice.

These guidelines are based on the Medical Schools Council (MSC) guidance on supporting students of different faiths, the Theatre Hijab Toolkit provided by the British Islamic Medical Association, and Uniforms and workwear: guidance for NHS employers 2020.

General

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

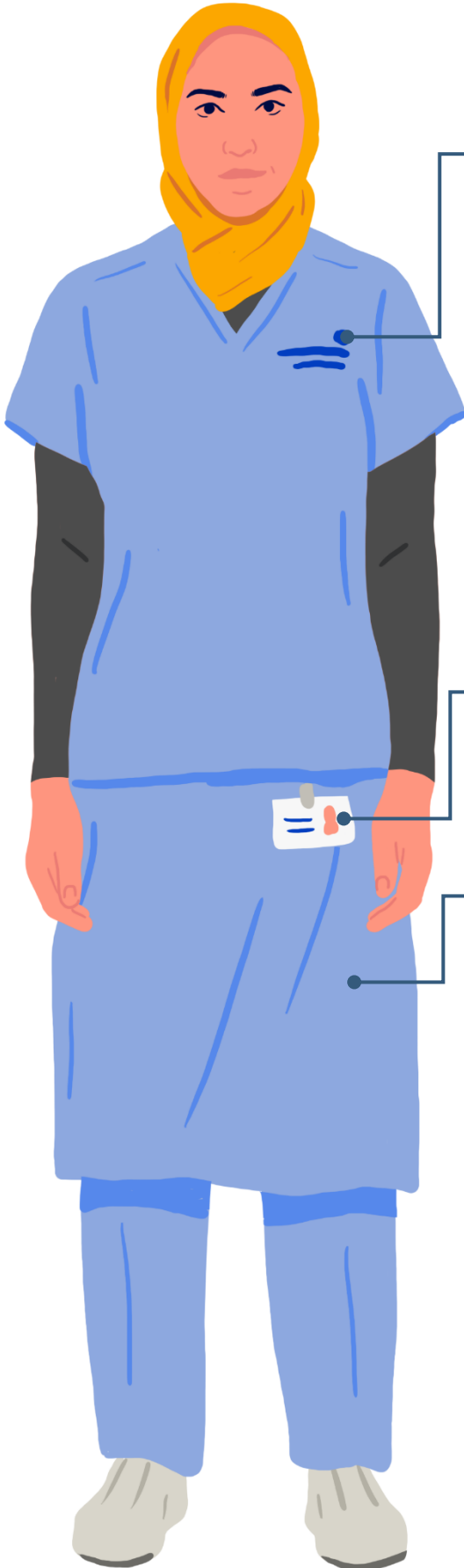
Students are provided with two sets of scrubs in Year 1, and MBChB students receive a further set in Year 3. Students are able to purchase additional sets of scrubs if necessary and there is some provision for those students who find themselves in financial hardship and require additional scrubs.

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

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

Some students for modesty reasons **may also choose to wear a scrub skirt over their scrub trousers**, this is also permitted.

Scrubs 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.

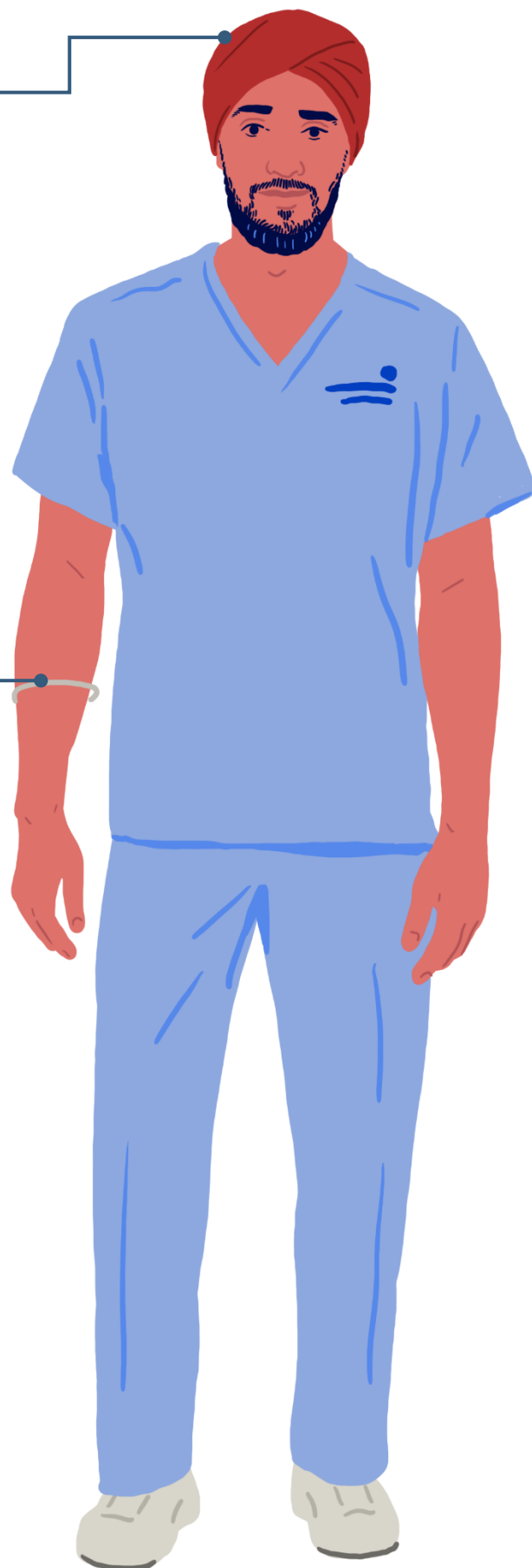
In places where there is a requirement for students to change clothes for achieving infection control these **students MUST be offered an alternative head covering.** Head coverings do not present an infection risk if they are properly worn and supported in the clinical environment. Similar alternative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

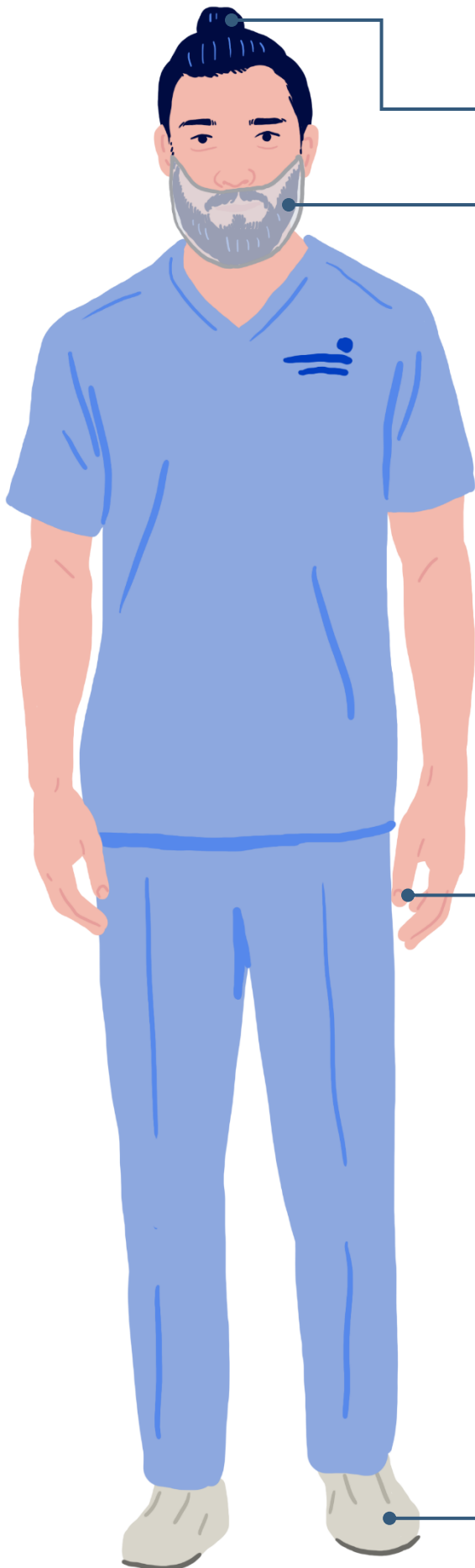
Jewellery

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. Students should bring a spare clean head covering in case the one they are wearing becomes soiled.

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.

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This guide has been produced in collaboration with a working group of staff and students – Mansoor Ali (BTHFT), Sarah Campion (LTHT), Ayman Haider, Shakeela Brown, Taybah Khan and Hammda Bilqees.

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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 Five Moments for Hand Hygiene, World Health Organisation 2009.