

Dress Code for Clinical Settings

University of Buckingham Medical School

July 2022

Context

This policy ensures that students adhere to the requirement to wear appropriate clothing in clinical settings to comply with professional values and minimise the risk of infection transfer. This forms a key part of ensuring patient, employee and students' safety, and maintains trust in the profession for patients, carers/relatives and visitors. It is also essential to ensure that the students and the Medical School fully comply with the Health and Social Care Act 2008 (DH2015).

Policy Statement

This policy provides guidance to medical students in both Phase 1 and Phase 2 of the course on the minimum standards of dress and hygiene required at all times in **clinical settings**.

Definitions

For the purpose of this policy, **clinical settings** are defined as any location where service users receive direct or physical care or where patients may be present.

In Phase 2 this refers to **all** parts of the hospital Trust or general practice and includes educational settings. In Phase 1 this refers to Clinical Skills Foundation Course (CSFC) sessions and any other sessions where patients may be present.

Trust policies

This guidance should be read in conjunction with the appropriate Trust infection control policy. Most Trusts have strict 'bare below the elbow' infection control policies and rules about personal protective equipment (PPE). Students are expected to adhere to both Trust and University regulations. If conflict arises between these regulations, they can be discussed and clarified with the Undergraduate Education Lead.

	Flip-flops, stiletto heels, sports shoes. Open-toed shoes, sandals
Personal Protective Equipment	If direct patient care is required, then personal protective equipment must be used as per the Standard Precaution Policy. In addition, “bare below the elbows” rule must be adhered to when entering clinical areas.

3. Managing non-compliance

Students that are deemed to be contravening the provisions of this policy will be asked to adhere to the recommendations as soon as practicably possible.

Failure to comply with this policy is classed as misconduct and may result in disciplinary action. Any disciplinary issues shall be investigated and managed in line with the Medical School’s Policy & Procedures. There are two stages of managing non-compliance in respect of this policy.

3.1 Informal Stage

On the first occasion, the non-compliant student will be instructed to return home and re-present in more appropriate clothing. The University will write to the Student to confirm the expected standards in terms of their dress and to inform them that further instances of non-compliance may lead to a formal proceedings in line with the Medical School’s Disciplinary Policy and Procedure.

3.2 Formal Stage

On any subsequent occasion of non-compliance, the student will again be instructed to return home and re-present for work in more appropriate clothing.

Further to this, the failure to comply will be formally investigated in line with the Medical School’s Disciplinary Policy and Procedure, and the student may be subject to a formal sanction via the professionalism concerns process.

Exceptions to Policy

The University of Buckingham welcomes the diversity of appearance that people from different religious and belief backgrounds can bring. However, there may be health and safety or professional considerations that would restrict certain modes of dress in particular contexts for example when working on placement. In such cases, it will be necessary for the university to consult with staff/students and placement providers who may be affected by a restriction.

Any student who wishes to wear a particular type of clothing or jewellery for cultural or religious reasons should discuss their requirements with Student Support Team

There will be occasions and exceptions within this policy for those with disability, either permanent or following injury. Should there be an additional need or requirement, such exceptions will be agreed in discussion with the Student Support Team.

Responsibilities

Students are responsible for ensuring that they are compliant with the provisions of this policy and procedure. Further to this, students are responsible for ensuring that they present themselves in a manner that is professional, preserves the health and safety of patients and colleagues, and is in line with the Medical School's values.

Related Policies

Students must ensure compliance with relevant clinical policies e.g. Bare Below the Elbows; Standard Infection Control Precautions and Zero Tolerance Hand Hygiene.

Document Control

Date policy approved: 23rd August 2022

Date of policy review approval:

Date of next policy review: Academic year 2023/24