

University of Nottingham School of Pharmacy

Dress Code and Infection Control Policy for Experiential Learning Activities

Scope

This policy covers all activities that fall under the Experiential Learning Activities (ELA) umbrella for courses within the School which have a clinical element. This policy includes (but not limited to) off site placements in areas such as hospital, community pharmacies, care homes etc. It also includes on site activities including professional practise classes, and simulated placements.

If a student is unsure if an activity falls within the scope of this policy, they should contact the Placements team well in advance of the scheduled activity.

Failure to comply with this policy when required could lead to a student being refused entry to an ELA and/or a concern raised under the fitness to practise policy. Where an ELA is an assessment requirement refused entry will also mean automatic failure.

Background

Students taking part in ELAs represent the University. They are required to uphold the values of the organisation and abide by the Code of Discipline for Students¹. Additionally, students are required to demonstrate compliance with the Standards for Pharmacy Professionals² as set by the General Pharmaceutical Council to ensure patient safety, promote public confidence in the profession whilst maintaining practicality.

Being a student pharmacist is a privilege. The training of a student pharmacist requires completion of various ELAs in a variety of settings. To enable to safe and effective operation of ELAs, all staff and students are required to respect the requirements of hosting organisations. Whilst all hosts will have individual policies, they are all informed by NHS guidance³ as is the policy here.

This policy sets out the School of Pharmacy's expectations of students with respect to dress, appearance and infection control.

¹ <https://www.nottingham.ac.uk/currentstudents/standards-of-behaviour/student-code-of-discipline.aspx>

² <https://www.pharmacyregulation.org/standards/standards-for-pharmacy-professionals>

³ NHS England and NHS Improvement. (2020) "Uniforms and workwear: guidance for NHS employers"
<https://www.england.nhs.uk/wp-content/uploads/2020/04/Uniforms-and-Workwear-Guidance-2-April-2020.pdf>

Code of Dress, Appearance and Infection Control

Students are expected to attend all ELAs in business attire (also known as professional dress), as they would if they were a qualified pharmacist at work. When choosing what to wear, please bear in mind that hospital and direct patient care environments may be quite warm whilst community pharmacies and others may be colder.

Above the waist

- Hair that falls to the collar or below should be tied back.
- Headwear is only allowed when required by an ELA for safety or for religious observance only.
- Garments with low-cut necklines are not permitted.
- Clothes must not be see through.
- For community pharmacy and professional practice sessions males are expected to wear a tie. No ties are permitted in clinical direct patient care areas.

Below the waist

- Trousers must be smart; jeans and jeggings are not allowed- even black ones
- Skirts and trousers must be an appropriate length (i.e. no short skirts or shorts).

Footwear

- Smart shoes of a dark colour with sensible heels (non-suede). Flat, comfortable shoes are advised.
- Strictly no trainers or open-toed footwear (eg sandals and flip-flops) are allowed.
- Black trainers of any sort are not allowed on placement. A trainer is a shoe with a fabric top and a rubber sole.

Jewellery, fashion and other artistic items

- Inappropriate tattoos and body-piercings should be covered.
- Nails should be short, clean and have no nail varnish or gel. False nails or nail coverings of any type are not allowed and must be removed prior to attending any ELA.
- One pair of plain ear studs is permitted.
- No rings other than a plain band.
- No watches in clinical areas.
- No other visible jewellery can be worn.

Identification

- All students are issued with a badge to identify themselves as a pharmacy student. These are to be worn at all times unless directed otherwise by the ELA supervisor (for example for

individual safety reasons), so it is clear to patients and staff alike that you are not a member of staff and therefore should not be asked to do anything beyond your capability.

- You must also ensure that you have your university ID card with you at all times on placement.

Personal belongings

- Personal belongings should be kept to an absolute minimum as there is generally no secure storage for these items and they remain your responsibility throughout the placement.

Infection control

- All clothing must be machine washable, preferably to 60°C
- Students are required to be 'bare below the elbows' (BBE) in areas of "Direct patient care activity". This means no long sleeves or wristwatches, bracelets, stoned rings (a plain wedding band is allowed). Direct patient care is defined as any ELA in a clinical setting for example on a ward.
- It is essential that these are complied with – failure to do so will mean that you will be asked to leave the placement. If you believe you will have a problem complying with this rule please contact a member of the Placements Team.
- Where, for religious reasons, students wish to cover their forearms or wear a bracelet when not engaged in patient care, they should ensure that sleeves or bracelets can be pushed up the arm and secured in place for hand washing and direct patient care activity. Any full or three-quarter length sleeves must not be loose or dangling. They must be able to be rolled or pulled back and kept securely in place during hand-washing and direct patient care activity.
- It is extremely important that you follow the infection control procedures in the clinical areas. Ask about the hand hygiene procedures on arrival and follow them at all times. Alcohol hand gel is available throughout all hospitals (clinical and non-clinical areas) to allow you to decontaminate your hands upon entering and leaving.
- Details of infection control at the individual Trusts can be found in the ELA pages on Moodle.