



University of Greater Manchester

School of Health, Science and Society

STUDENT UNIFORM POLICY

2026-27

Issued by the School of Health and Social Sciences
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Technical updates of this document take place on an annual basis to reflect changes to the University of Greater Manchester's organisational and management structure and to incorporate earlier, approved amendments to related policies, procedures and regulations.

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1. INTRODUCTION

This policy applies to all students within the School of Health, Science and Society

Wearing a uniform is essential in presenting a smart and professional image within the workplace. Students are expected to always maintain a high standard of presentation within the learning environment, as they represent both their chosen profession and the University.

Uniform policies are in place to:

- Ensure compatibility with safe moving & handling principles.
- Ensure compatibility with evidence-based infection prevention & control principles.
- Ensure the health, safety, and wellbeing of students during practice-based learning.
- Ensure the health, safety, and wellbeing of peers, colleagues, and service users when delivering any aspect of care.
- Minimise risk during interventions such as breakaway or physical restraint.
- Promote and maintain public confidence in the health professions.
- Convey your role as a student.

This policy should be read in conjunction with the uniform policies or guidance applicable to the organisation that you have been allocated to. It is each student's responsibility to identify any additional requirements on first contact with each placement and to adhere to these requirements for the duration of the placement.

Failure to comply with the uniform policy will be regarded as unprofessional behaviour and steps will be taken to invoke the Professional Behaviour and Values process if necessary.

2. UNIFORMS ISSUED TO LEARNER

PROGRAMME/COURSE	ITEMS OF CLOTHING	COLOUR(S)
Apprenticeship Students	Uniforms will be issued by their employer.	
Dental Technology Students	1 Laboratory Coat	White
Medical Biology Students	1 laboratory tunic	White
Nursing & Midwifery Students	3 tunics and 2 pairs of trousers	White tunics / Navy trousers
Operating Department Practitioner (ODP) Students	2 set of scrubs for Clinical Skills Lab (scrubs for daily use should be provided in practice).	Light Blue
Paramedic Science Students	Full Northwest Ambulance kit	
Physician Associate Students	2 set of scrubs	Light Blue
Physiotherapy Students (BSc & MSc)	3 polo shirts and 2 pairs of trousers	White Polo/ Navy trousers
Sport Rehabilitation Students (BSc & MSc)	2 polo shirts and 1 pair of tracksuit trousers (BSc) 1 fleece jacket (Navy)	Bolton Blue shirts Navy Trousers Navy Fleece
Student Nursing Associate (SNA)	3 tunics and 2 pairs of trousers	White tunics/ Black trousers
Shoes & Footwear	Students are responsible for providing their own footwear. If they order footwear from Alexandra UK, then they are entitled to the Universities discounted price.	

3. DEVIATION FROM STANDARD UNIFORM

All uniforms supplied have been approved by your practice learning (placement) providers, therefore any deviations from the standard items supplied as part of your course will only be considered under '*special circumstances*', and where **full written evidence** of need for an alternative uniform can be provided, for example, this can include: religious, culture, medical, gender identification or transition reasons.

Students will need to obtain the documentation most relevant to their situation to support their case to be considered by both the University and their placement provider:

A medical certificate or confirmation letter from their doctor or qualified medical practitioner, and/or written confirmation from their religious or spiritual leader outlining the relevant passages or text to support their case.

Once the relevant documentation has been received, the University can consider each case individually. We always try to support our students and meet their needs wherever possible.

4. UNIFORM PROCEDURE

During Induction Week, students will be sent a link to the supplier's site to order their uniform. Ordering through the link must be done in a timely manner as we cannot guarantee any late orders will be delivered in time before the first placement is due to start.

Please note students are not allowed into practice without a Uniform.

Uniforms **must** be loose fitting and move with the student, (i.e. twist, turn, bend, stretch and lift etc.). They must not restrict any movements that would not enable the student to be able to carry out their full range of duties. Therefore:

Tunics - All tunics/shirts must hang straight need to allow room for items to be kept in the pockets. A good way to measure this is, if the student places their hands in their pockets and form a fist, this will give them a good idea of the room they need to allow.

Trousers - Students must be able to comfortable bend and stretch in their trousers. A good way to measure this is if the student does a squat and either a forward or backward lunge to ensure they have sufficient movement and the trousers are comfortable.

It is very important that students can move freely in their uniforms. The fabrics used for the more formal uniform items have "stretch" as they are not stretch fabrics. If any student is asked by the practice placement provider to change their uniforms for a different size, then they need to do so **at their own expense**.

5. UNIFORM DELIVERY

All students except for Sport Rehabilitation and Paramedic Science will need to complete their home address for delivery on the Online ordering system.

6. REPLACEMENT UNIFORMS

It is the student's responsibility to keep their uniform in a good state of repair. If a student experiences changes in weight or a uniform is in a state of disrepair, then the student will be expected to purchase replacement uniforms directly from the uniform suppliers, (Alexandra.co.uk, Sugdens). Uniforms will only be replaced by the university under exceptional circumstances, and the student will need to submit a case to their personal tutor.

7. MATERNITY UNIFORMS

If a student becomes pregnant whilst on programme, they will need to obtain either a medical certificate from their doctor or qualified medical practitioner or provide their pregnancy book. They should then contact their personal tutor who will put them in touch with the relevant person who will arrange for appropriate uniforms to be issued to them.

Each student will receive 2 tunics and 2 pairs of trousers per pregnancy.

Please be aware that we need at least 6 weeks for delivery.

8. MANDATORY ELEMENTS WHEN WEARING UNIFORM

Item:	Description of Policy:
Badges Name/ID	The University branded uniform must always be worn, as patients and clients have a right to know who is caring for them. If an additional name badge is issued by the placement provider, then this can also be worn, but no other badges should be worn to minimise risk when moving or handling patients. Students working with babies or small children must not wear any additional badges as they may cause injury. If there is any break in learning / suspended studies must be handed into programme lead.
Body Piercings	Visible body piercings must be removed, (except one small, smooth stud-earring in each earlobe.
Cardigans or Sweatshirts	These items can be worn for warmth but must be navy blue or black and in a good state of repair. These items must be removed whilst carrying out care or clinical procedures.
Coats	A full-length coat is required to cover up uniforms for community placements or visits, and whilst travelling to and from placements.
Face (Make-up etc.)	The face must be uncovered with no piercings, face paint. Make-up must be discreet and natural, and false eyelashes are <u>not permitted</u> .

Hair	Hair must always be clean and well-groomed As hair is known to be a potential carrier of staphylococcus, hair must be tied back away from the face and must be always worn off the collar. This is to minimise the occurrence of cross infection.
Hair Fastenings	Hair fastenings must be discreet and without adornment.
Head Covering & Scarves	These must be either navy blue or black and close fitting to the head with no decorations and must be tied back at all times.
Jewellery	Only ring permitted is a plain wedding band, no wrist watches, no necklaces
Nails	Must be kept clean, short and neatly manicured. Nail varnish, artificial nails or attachments are not permitted at any time as this has a risk of infection from bacteria under the fingernails, or from chipping nail varnish.
Shoes & Footwear	All footwear must be : wipeable, soft-soled, closed toe and heel, all black including sole, no prominent logo, no cloth or mesh material. Students placed in theatres will be given extra guidelines from their placement practitioner regarding their Operating Department Policy.
Socks	These must be plain navy blue or black. Coloured or patterned socks must not be worn.
Chewing Gum, Food & Drinks	Chewing gum is not permitted in the workplace. Food and drinks should only be consumed in designated areas (e.g. Staff Rooms).
Perfume, Aftershave, and Deodorants.	These must be discreet as patients may find strong smells nauseating or could in some patients cause asthmatic attacks. Therefore, brands must be chosen carefully.
Smoking & E-cigarettes (Vaping)	Smoking or vaping whilst in uniform is not permitted both in university and practice.

9. WEARING OF UNIFORMS IN PUBLIC PLACES

Uniform can be worn whilst travelling to and from placement on the condition that it is fully covered by a full-length coat. This includes travelling on public transport and when students are participating in community visits in uniform or travelling to the University for clinical skills sessions.

Students must only wear their uniform whilst on placements that have been organised by the University as part of their course of study. You are not allowed to wear your student uniform whilst working in any other capacity, and no other uniform is acceptable whilst on placement.

Requests to wear your student uniform outside of practice placements, either for formal occasions or where the student is promoting the university, must be authorised in advance by the Lead of School.

10. COMMUNITY PLACEMENTS AND EDUCATIONAL VISITS

Whilst on placement, where uniforms are not worn, students must dress informally, but smartly. Clothing must be clean, neat and in a good state of repair. Normally jeans, leggings, shorts and trainers should not be worn. If a student is considered inappropriately dressed, they may be sent off-duty and be reported as absent until they

are able to return to duty appropriately dressed. In this situation, 'no clinical hours will be recorded' and the student will be marked as absent.

11. LAUNDERING OF UNIFORMS:

The care and cleanliness of uniforms is the responsibility of the student. As uniforms can easily become contaminated with bacteria including antibiotic resistant strains which increases the risk of cross-infection with extended use. It is expected that students will change their uniforms daily whilst they are on placement. If the uniform becomes contaminated with blood or body fluids whilst on duty, then it must be changed immediately.

To prevent the risk of cross contamination the following measures should be adopted as good practice to minimise the risk:

Uniforms should be washed in a domestic washing machine without other items of clothing at a minimum of 50°C, or at the hottest wash allowed following the manufacturer's instructions, (please refer to the labels inside the garments);

Hands should always be washed before changing into the uniform for duty to minimise the risk of contamination.

As WC's and bathrooms will increase the risk of uniforms becoming contaminated, these areas should not be used as changing rooms.

Equality Impact Assessment

“The University of Greater Manchester is committed to the promotion of equality, diversity and a supportive environment for all members of our community. Our commitment to equality and diversity means that this procedure has been screened in relation to the use of plain English, the promotion of the positive duty in relation to race, gender and disability and avoidance of discrimination to other equality groups related to age, sexual orientation, religion or belief or gender reassignment.”

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