

THE CONSORTIUM¹

Overseas Registration Examination Part 2

Dress Code Policy²

¹ **THE CONSORTIUM** is made up from the following organisations:

The Faculty of Dental Surgery
The Royal College of Surgeons of
England, 35-43 Lincoln's Inn Fields
London WC2A 3PE

UCL Eastman Dental Institute
256 Gray's Inn Road
London WC1X 8LD

UCLH Eastman Dental Hospital
256 Gray's Inn Road
London WC1X 8LD

Bart's and The London Institute of
Dentistry,
Queen Mary, University of London
Turner Street
London E1 2AD.

² This document follows the Dress Code for clinical dental staff of UCLH where two of the components of the ORE Part 2 are held.

Introduction

This policy sets out the Consortium's Dress code for the ORE Part 2.

1. Key Aspects of the Policy

- 1.1 The Consortium considers that the examination is a real clinical experience and candidates should ensure that they dress in line with the expectations set out below.
- 1.2 All candidates will be expected to dress presentably and in a way appropriate to their future professional role during each component of the examination.
- 1.3 The Consortium does not provide uniforms or 'white coats' or similar for any candidate except in the Dental Manikin and for certain stations in the OSCE where protective plastic aprons are available.
- 1.4 Due regard will be paid to religious or cultural matters with regard to dress, consistent with the requirement for safe care.
- 1.5 All candidates will be dressed to ensure compliance with cross infection control procedures. Arms should be 'bare below the elbows' to ensure adequate hand hygiene.
- 1.6 The Consortium reserves the right not to admit to the examination a candidate who fails to conform to this dress code.

2. Purpose

- 2.1 The Dress Code is necessary in order to:
 - Provide a professional image
 - Minimise the risk of transmission of infection
 - Minimise the opportunity of injury to patients
 - Have regard to Health and Safety considerations
 - Enable candidates to perform effectively
 - Ensure adequate communication levels
- 2.1 The Consortium considers the way candidates dress and their appearance is of significant importance in portraying a professional image to all, whether simulated patient, centre staff or examiners.
- 2.2 The Consortium recognises and values the diversity of cultures, religions and disabilities of its candidates and will take a sensitive approach when this affects dress requirements. However, there are circumstances when there are genuine occupational reasons as to why the wearing of certain articles and/or clothing is not permissible, and priority will be given to health and safety, security, and infection control.
- 2.3 The policy incorporates the principles and guidelines within the Sex Discrimination Act 1975, Religious or Belief Regulations 2003, and Disability Discrimination Act 1995, and also the rights of individuals to express themselves freely (although recognising that this must be consistent with maintaining a professional image, and is consistent with safe health care)General requirements

3. General

- 3.1 Clothing should be worn in a clean and presentable fashion.
- 3.2 Jewellery must be kept to a minimum.
 - Necklaces may be worn but should be covered up.
 - Ties (except bow ties) should not be worn unless covered by an apron.
 - Wrist watches must not be worn when providing simulated clinical treatment.
 - Bracelets should be removed although those of religious significance may be retained if they do not conflict with wearing protective gloves.

- Head scarves may be worn for religious purposes but must not be allowed to hang down and they must be secured or removed.
- 3.3 Hair should be neat and tidy at all times and arranged off the face and collar with suitable hair ornamentation. This includes headscarves for religious purposes.
 - 3.4 Long hair must be tied back so as not to drop forward.
 - 3.5 Where facial coverings are worn, these must be removed during the examination³.
 - 3.6 Nail varnish and false nails are not permitted. Nails should be sufficiently short to ensure safe patient contact.
 - 3.7 Footwear suitable for working in a dental surgery – i.e. flat or small heeled shoes with enclosed toes should be worn.

Specific Requirements

4. Clothing

- 4.1 Examiners and candidates should use common sense in adhering to the principles underpinning the policy. A sensible approach should be taken to ensure the spirit of the code is applied.
- 4.2 Candidates should ensure for cross-infection control purposes that when simulating patient contact:
 - Sleeves are rolled up to beyond the elbows, or short sleeves are worn
 - Wrist watches are removed
 - Ties (except bow ties) should not be worn unless covered by an apron
 - Scarves and other items of clothing must not be allowed to hang down, they must be secured or removed
 - Long hair is tied back
- 4.3 **All candidates will be dressed to ensure compliance with cross infection control procedures. Arms should be 'bare below the elbows' to ensure adequate hand hygiene.**

5. Protective Clothing etc

- 5.1 In the DM component of the examination candidates must wear gloves, masks and eye protection which will be provided by the Consortium, but Candidates may provide their own eye protection or loupes if they wish. The Consortium will also provide plastic aprons to protect clothing.
- 5.2 The Consortium does not provide 'white coats' for any candidate. If a candidate wishes to provide their own white coat or protective apron they are at liberty to do so.
- 5.3 In the OCSE component for certain stations protective plastic aprons will be provided to protect clothing.
- 5.4 In the DTP and ME components of the examination protective clothing is not required and will not be provided by the Consortium. However, as above all components of the examination are simulating clinical interaction with patients and a professional approach to attire would be expected at all times.

6. Examples of Non Acceptable Clothing

- 6.1 The following items of clothing are examples of unacceptable clothing, either on the grounds of Health and Safety, Infection Control or for lack of professional image:
 - Denim jeans or skirts (all colours and styles), Track suits, Casual sports T-shirts, Leisure shorts, Combat trousers, Sweat-shirts, Baseball caps/hats
 - Overly tight or revealing clothes, including mini-skirts, tops revealing the midriff and leggings
 - Skirts that are sufficiently long that they touch the ground when walking are not acceptable on safety and hygiene grounds
 - Clothing bearing inappropriate slogans.

³ The examination starts when a candidate enters the examination room(s).

7. Footwear

- 7.1 Footwear must be safe, sensible, in good order, smart and clean and have regard to Health and Safety considerations. Flat or small heeled shoes with enclosed toes are preferred. Trainers, stiletto heels and plastic flip-flops are not acceptable.

8. Jewellery

- 8.1 Jewellery must be kept to a minimum.
8.2 Wrist watches etc must not be worn when simulating clinical treatment.
8.2 Necklaces may be worn but should be covered up.

9. Hair, Face coverings and Scarves, and Nails

- 9.1 Hair should be neat and tidy at all times and arranged off the face and collar with suitable hair ornamentation. This includes headscarves for religious purposes.
9.2 Beards should be short and neatly trimmed, unless this reflects the individual's religion in which case it should be tidy.
9.3 Head scarves may be worn for religious purposes.
9.4 Where facial coverings are worn, these **must** be removed when in the examination.
9.5 Nail varnish and false nails are not permitted. Nails should be sufficiently short to ensure safe patient contact.

10. Allowance on the grounds of religious or cultural beliefs

- 10.1 Females such as those of Muslim faith are encouraged to wear clothing with $\frac{3}{4}$ length sleeves in order to comply with both religious norms and infection prevention requirements. Clothing must allow for adequate hand hygiene.
10.2 Headgear Turbans and kippots, and headscarves are allowed on religious grounds. The latter should be shoulder length and worn unadorned. Scarves should not drape freely when providing simulated clinical treatment.