

## Appendix 1.

### Religious and Cultural Guidance.

#### Sleeves

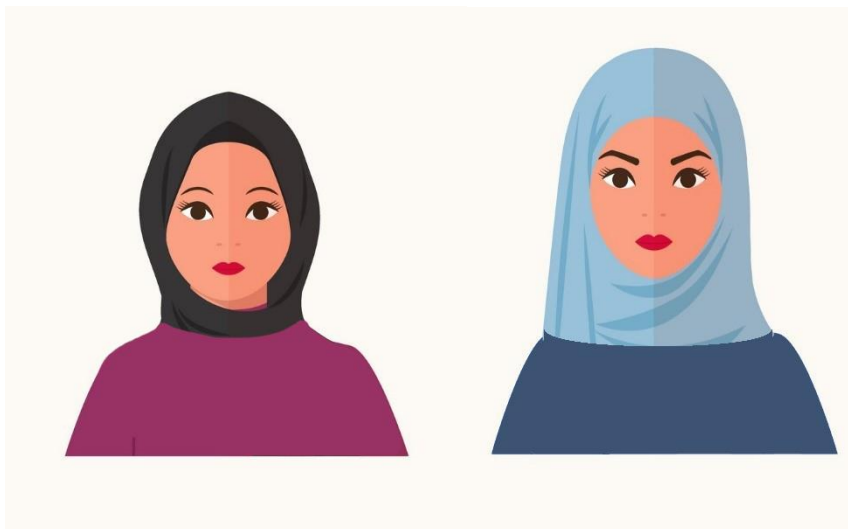
If staff members wish to have their forearms covered for religious or medical reasons, then long sleeves can be worn when not engaging in clinical activity requiring hygienically clean hands.

However, to ensure compliance with Bare Below the Elbows sleeves must be able to be pulled up to the elbow and secured for handwashing and when performing clinical activities. They must not be loose or dangling.

Disposable over-sleeves, elasticated at the elbow and wrist, may be used but must be put on and discarded in the same way as disposable gloves. Strict procedures for hand hygiene and wrists must still be observed.

Please discuss requirements with the IPCT.

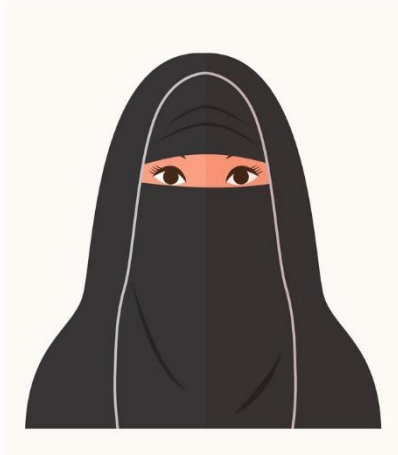
#### Headscarf



For religious or cultural reasons some individuals may wish to cover their head, ears, and neck with a headscarf. Some members of the Muslim faith wish to do this by wearing the Hijab, which covers the head, neck and ears but leaves the face visible. Similar head coverings may be worn by members of the Orthodox Jewish faith and by some members of the Christian faith. These headscarves are permitted and can be worn in clinical and non-clinical areas if they are

plain, free of adornments and shoulder length. They should be tucked in and must not drape freely when undertaking clinical tasks.

### Face Veil



A half face veil – a Niqab, or full-face veil – a Burka is worn by some members of the Muslim faith, as part of their religious and cultural observance. These should be removed whilst on duty due to the staff member needing to be identifiable, and support effective communication and engagement with donors, patients, and colleagues.

### The Turban



For cultural and religious reasons some employees, particularly of the Sikh faith may wish to wear a Turban. This is permitted in clinical and non-clinical areas.

### The Yarmulke or Kippah



A skullcap worn for cultural or religious observance. This is permitted in clinical and non-clinical areas.

### The Jilbab or Chador

A Jilbab is a loose dress from neck to ankle with full length sleeves, sometimes worn by individuals of Muslim faith for cultural or religious observance. A Chador is a full-length cloak. If they do not pose a health and safety risk, comply with all elements of this policy including bare below the elbow and do not prevent the employee from carrying out all duties these can be worn. Adjustments may be required with the uniform provided. This can be discussed on an individual basis.

### The Kirpan

Carried by initiated members of the Sikh faith, it is a small, curved, usually blunted sword or dagger that is worn under clothes. It is one of the five articles of faith and must be worn at all times. It is worn under clothing against the wearers body in a sheath and strap.

Wearing the Kirpan discreetly is permitted when on duty, however, to prevent causing undue alarm it must be secured under clothing and out of sight.

The Kirpan is not classified as an offensive weapon.

## The Kara Bracelet



A steel or cast-iron bangle worn as a symbol of Sikh faith. It is sacred and a religious requirement, and not permitted to be removed. These can be worn if they can be moved up the forearm towards the elbow and secured with kinetic tape or similar alternative. Thus, maintaining bare below the elbow requirements for hand hygiene and clinical duties.

## The Rakhi bracelet/band



This is a bracelet tied to another person during the Hindu festival of Raksha Bandhan or Rakhi. They can be removed if causing discomfort or hindering activities. If the wearer wishes to keep them place, they must be able to be moved up the forearm and secured with kinetic tape or similar to maintain bare below the elbow and compliance with hand hygiene requirements when performing clinical tasks. They are made from absorbent material, please discuss with the IPC team.