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| **Library concerned:** Smallwood Library  **Case Study:** Exclusions to the Bare below the elbow policy  **Date of interview:** 15/01/2020 | |
| **Interviewee** | Name: Humaira Iqbal  Job Title: Specialty Doctor in Geriatric Medicine  Employer: Birmingham Community Healthcare NHS Foundation  Trust |
| **S****ummary of problem or reason for enquiry** | The Trust has a Uniform policy that requires staff to adhere to the Bare below the elbow guidance. The user was a new member of staff who found this policy contravened their religious beliefs and meant that daily duties could not be carried out without breaching the policy. |
| **Briefly describe what information was found** | The user enlisted the Library for support gathering evidence on any exclusions to the Bare below the elbows policy. |

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| **Summary of outcome and impact** | The Library conducted a literature search that was able to provide evidence to support the use of disposable over-sleeves where members of staff wish to cover their forearms and the procedure for use. It provides an alternative for staff with religious reasons, cultural beliefs, identifiable characteristics such as tattoos/scars, and medical conditions such as psoriasis or lymphoedema. The user was able to take this information as well as other evidence collected to the Board of Directors when presenting the case. Allowances for disposable over-sleeves were made to enable the user continue to practice her religion whilst adhering to the policy. The user originally obtained the over-sleeves privately but this is now supplied through Procurement. |
| **Immediate Impact**  **(including quotes)** | The Library service supplied the evidence base which was used to make the case for exclusions to the Bare below the elbows policy and also indirectly influenced the retention of the staff member in post.  *“It’s made a huge difference to me in that I feel happy about my working environment because if I had to go bare below the elbows here then I would have seriously thought about not working here so it made an impact to me because I know that Trusts do implement it but I think it is on a Trust to Trust basis whether they allow it. I would obviously have taken it further but if it was that I couldn’t do that then it would have had an impact on me working here long term”.*  The evidence base supplied helped identify a gap in the existing Uniform policy and formal recommendations have been made to address this during the review of the policy. This promotes Trust values as it furthers the aim of being *inclusive* and creating *a great place to work* without compromising *safe, high quality care*.  *“I would say there was collaboration between infection control and maybe the diversity team. If it was in the uniforms policy that they have reviewed and they have understood the nature of people who work within the Trust and they change the policy in order to incorporate all the cultural differences and the medical differences”.* |
| **Probable future Impact**  **(including quotes)** | The user is currently personally responsible for providing the over-sleeves and once the policy is updated, it is likely that the Trust will make provision for over-sleeves and this could also serve to create more awareness among Trust staff. |