

Sapphire Lodge Uniform Consultation



Consultation with people who have used our service, their family, staff and professionals. June – August 2014

Sapphire Lodge



Sapphire Lodge is a Learning Disability Assessment and Treatment Service. It is located on the Tickhill Road Hospital Site in Doncaster and re-opened in September 2013 after significant redevelopment.

Our Uniform

Staff at Sapphire Lodge have worn a uniform since it was first opened in 2007.



After our re-opening in 2013, we wanted to ask people what they thought about our uniforms

What we did

We held 3 Consultation Events between June and August 2014, inviting people who had used our service, their family, professionals and a Service User Representative Group – ChAD.

We used role play to demonstrate the wide range of tasks that staff on Sapphire Lodge have to undertake. Staff were dressed in nursing tunics and trousers, Polo shirts and trousers and their ordinary clothing.



Some of the tasks we do

- Clinical Procedures
- Supporting with washing and bathing
- Keeping people safe when they are angry
- Listening and talking to people
- Activities on the unit
- Supporting with home visits
- Accessing the community

What service users told us



Staff wearing a uniform – polo shirt or tunic – is ok in the unit

Staff wearing a uniform – polo shirt or tunic – helped people to identify staff

Staff wearing Polo shirts or ordinary clothing was ok when out in the community

Staff wearing tunics was ok within the hospital grounds, but polo shirts or ordinary clothing were preferred.

It wasn't ok when staff wore tunics in group or therapy sessions

Staff wearing tunics to support at hospital appointments confused service users, as the hospital staff also wear tunics – but not the same colours

Service users didn't like staff to wear tunics when they supported them in the community

What family told us



Having staff in tunics or polo shirts help us to identify staff members

We feel confident that it is staff members and not other patients supporting our relative

Staff wearing tunics to support at hospital appointment may get better information than staff in polo shirts or ordinary clothing



We would be worried that our relative, who may be confused or disorientated, would not know who the staff were if they didn't wear a tunic or polo shirt

Staff wearing tunics to support our relative at home would draw attention to the fact that they were 'unwell'

Tunics were very formal and indicated that their relative was unwell.

What staff/professionals told us



Tunics help the staff to present a professional image

Tunics and polo shirts were seen as 'protective' clothing by staff

Having a 'uniform' gave staff an identity and they were proud to wear it

Polo shirts gave staff greater freedom of movement

Polo shirts were less likely to draw attention when out and about

Ordinary clothing may be too casual and look unprofessional

Tunics made some moving and handling and physical intervention tasks difficult

Other professionals often expected the staff to have different knowledge and skills, based on them wearing tunics

Tunics will draw attention when in the community and during home visits

They were not always recognised as 'staff' when in ordinary clothing

What does this mean?

- People who have used our service and their family would like for staff to be identifiable, but would like them to wear clothing that is 'clinical' and less formal.
- The staff team would prefer to retain an 'identity', but didn't want to continue to wear tunics
- No one wanted staff to wear ordinary clothing

Options people liked

Samples and pictures were provided at each event by the Sew n Sew service which provides the current uniform.

Below are examples of the styles preferred by those that attended the consultation event.

There was no preference regarding colour, but everyone liked the idea of having the RDaSH Logo clearly identified on whichever style was chosen.



Making a decision

Our next step is to make a decision with regards to the style and colour of the new staff uniform.

We will use all of the information that we gained through the consultation and any further feedback that people would like to give us.

We will then ask Sew n Sew to provide samples for us.

We will then make a decision and launch our new uniform early in 2015.