

**Guidance
on nanny
appropriate
attire**

Guidance on Nanny Appropriate Attire

1. INTRODUCTION

Norland is renowned for high quality childcare and for promoting high expectations of professionalism from its students and graduates. While students spend much of their training in Norland's iconic uniform, students are expected to wear appropriate attire that is clean, smart, safe, and professional in line with [Norland Code of Professional Responsibilities](#). Norland students and Norlanders should be role models for children and thus this should be reflected in their attire. The purpose of this guidance is to outline expectations for Norland students and graduates while not in uniform and to provide a rationale for these parameters.

2. TERMS OF REFERENCE

These guidelines apply to:

- Norland Students
- Norland Graduates in any nanny role

They should be a consideration for:

- Practical skills masterclasses and specific Value-Added curriculum activities at Norland.
- Placements where uniform is not a requirement.
- Babysitting or other nanny/childcare roles secured through the Norland JobShop or Marvellous Babysitting App.
- Post-graduate nanny positions.

3. GENERAL PRINCIPLES

Weather Appropriate

Norland students and Norlanders are expected to dress appropriately for weather conditions. This is so that they are role modelling appropriate attire for children and are prepared for the practical work of being a nanny. This means being prepared for unexpected weather, for example carrying a waterproof coat in a bag or vehicle and suncream/hats for hot days.

Hygiene and Cleanliness

Although being a nanny can be messy work, it is expected that on arrival at work or on campus, hair, nails, clothes, and shoes should be clean and tidy. Presenting in this way demonstrates professionalism, and an understanding that keeping yourself, and the children for whom you care, healthy is of fundamental importance to you.

Safety

It is the core standard 3 of the Norland Code of Professional Responsibilities to preserve safety and this begins with the choices made in what to wear while working with children. This means ensuring that attire does not distract from the task in hand, and that nothing worn can cause harm to babies and children.

4. HAIR

The general rule for hair is 'up, neat, clean and off the collar.' The rationale for this is:

- It will not compromise vision.
- It will not need to be touched which increases hygiene for food preparation and care routines. It will also be less likely to detach and fall into food.
- It will not be in the face of a baby or child who is being carried or cuddled.
- It reduces the chance of transferring headlice.
- It reduces the risks of hair tourniquets (where hair can get caught around fingers or toes, cutting off circulation).

Hair must be washed regularly with consideration of the environment in which the student or nanny is working, for example in cities with a lot of pollution. This is to ensure that it does not have an odour.

Long Hair

Long hair is defined as hair that is long enough to tie back or up into a ponytail. This need not be a bun when out of uniform, but where the hair will go when working or playing with children needs to be considered. For example, if the length of ponytail would mean that when leaning over a baby or child it would get in the way, this will need to be folded over or twisted into a bun or held securely so that it does not fall over the face or child.

Shorter Hair

Short hair is defined as hair that is not long enough to tie back or up. Very short hair is likely to meet the general rule and rationale, however for hair that is a little longer but cannot yet be tied up, it may need to be pinned back with hair slides, clips or an alic band.

Hair covering

It is likely that if a student or Norlander needed to wear a head covering that this would meet the general rule and rationale. However, where something such as a pin or clip needs to be used to keep it in place, careful consideration needs to be given as to where this is positioned to prevent scratches or discomfort when a baby or child rests their head on a nanny's shoulder.

5. NAILS

Nails need to be clean, kept trim and free from any polish or gel. The rationale for this is:

- If preparing food, having clean nails is a food hygiene standard requirement. It is important to keep nails clean for this reason, and polish, gel or extensions can hide dirt caught beneath the nails.
- Nails should be kept trimmed to ensure that babies and children are not accidentally scratched during care routines or play.

6. CLOTHES AND SHOES

As a Norland student, NQN or Norlander it is important that a balance is struck between attire that is smart and professional but allows for easy movement, is appropriate for the activity and provides

appropriate coverage. This ensures that they are always prepared to undertake any task expected of them and demonstrates that their role, rather than their appearance, is their primary focus. The rationale for this is:

- To allow free movement while at play, lifting babies and children.
- To grant you access to a range of settings throughout the working day.
- If clothes are too tight, there is a risk of splitting or becoming translucent when bending and lifting.
- There is no risk of clothes falling down or riding up, distracting the wearer from tasks they are doing.

Tops

Tops should cover the shoulders and the midriff. Strappy tops should not be worn as they can be pulled at by children and slip off the shoulder which means they need to be adjusted and distract from the task in hand. Sleeves should be short as long sleeves can get into food, get wet or in the way during care routines.

In hot weather, it is advised that tops still cover the shoulders but are made from lighter fabrics such as cotton or linen as they are breathable.

In cold weather, jumpers or cardigans can be worn however they should be removed when holding babies up to three months old or during cooking and care routines.

Bottoms

Loose fitting and smart trousers are advised for the active nanny role. They should be clean and free of rips. Jeans are permitted if they meet these criteria, and the employer is happy with this.

In hot weather, cropped trousers or shorts are permitted providing they reach the mid-thigh however trousers made of light fabric are recommended as they prevent chafing and still allow for free movement.

Skirts or dresses are permitted providing they reach the mid-thigh, are unlikely to ride up and will not restrict movement.

Sportswear is permitted for sports activities.

Outerwear

Outerwear such as coats, hats, scarves, footwear etc. should be appropriate for the current weather. Precautions should be made for weather changes or emergencies which may involve having some warm clothes available either in bags or vehicles.

Footwear

Footwear should be clean, flat, comfortable, and secured to the foot. Trainers are permitted providing they meet these requirements. There should be no risk of footwear coming off while caring or playing with babies and children.

In hot weather, sandals are permitted providing they are secured to the foot and cover the toes. Flip flops are not permitted as they pose a trip hazard and a risk of harm to the nanny if something is dropped, or they catch on something.

In cold or wet weather, boots or wellingtons are recommended, however these should be clean where feasible. It is accepted that they will get muddy while in use.

Special Occasions

On special occasions, employers may request other attire such as uniform or a particular dress code. This should be discussed with employers before the event.

7. JEWELLERY

It is advised that jewellery is not worn, however some is permitted. The rationale for this is:

- To reduce the potential of harm to babies or children.
- To reduce the potential of harm to the student or nanny.
- To reduce the potential of loss or damage to valuables.

Rings

If a ring is to be worn at all, it should be only a plain wedding band. The rationale for this is:

- Rings with stones or textured design can get caught in hair and on children's faces when walking beside an adult as hands are often at the same height.
- Dirt and bacteria can be caught under rings which is unhygienic.

Piercings

Only one pair of earrings may be worn, and these should be plain studs. The rationale for this is:

- To minimise the potential harm to baby or child when cuddling the nanny as hair or skin can be caught on dangly or textured earrings.
- That hoop or dangly earrings can be grabbed by babies and children which can hurt the nanny.
- That earrings can fall out and become a choking hazard. By having only one pair, this risk is reduced.
- Piercings elsewhere can get caught on clothing or grabbed by children and be harmful to the nanny.

Watches

Watches may be worn so long as they are smooth and not oversized. Smart watches may be worn but should not have a camera or access to the internet. Straps should be smooth. The rationale for this is:

- It is important to be punctual and know what time it is, and it is preferable to do this with a watch rather than on a phone.
- That if the watch is too big it can cause the same risk as a bracelet or ring, so it should be small and smooth.

Other Jewellery

Other than medical alert jewellery, any other jewellery outside of that previously mentioned is not permitted. The rationale for this is:

- That bracelets and necklaces can be caught in babies and children's hair.

- That bracelets and necklaces can be grabbed by babies and children, causing harm to the nanny,
- That bracelets and necklaces can get caught on things causing breakage and loss.

If wearing other items of jewellery for personal, medical, or religious reasons is needed, please contact a member of staff.

8. MAKE-UP

Make-up should be light and natural. The rationale for this is:

- Ensuring that make-up does not mark the clothes of babies and children. It can also cause allergic reactions should it come into contact with sensitive skin. For the same reasons fake tan avoided.
- Babies and children can recognise the face of their important people across different circumstances e.g., overnight proxy parenting and daytime childcare.

Perfume should be avoided as it can transfer to babies and children who are regularly held and cause skin irritation.