

INCLUSIVE PPE CAMPAIGN

The logo for 'apse' features the word in a white, lowercase, sans-serif font, centered within a magenta oval shape.

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AGENDA

- Introduction and background
- What is inclusive PPE?
- Effects of ill-fitting PPE
- Modifying PPE
- How you can help
- Resources
- Q&A

WHAT IS THE PROBLEM?

Both men and women are suffering from ill-fitting PPE, affecting their safety at work. But women are experiencing it at a disproportionately higher rate.

Ill-fitting PPE is not being investigated sufficiently, and therefore action is not being taken.

INTRODUCTION TO THE PPE CAMPAIGN

Aims to address the widespread inequalities in PPE provision and design among minority groups across the construction industry, and beyond.

60% of employers do not provide women's specific personal protective equipment, resulting in ill-fitting PPE.

INTRODUCTION TO THE PPE CAMPAIGN

- Raising awareness of the issues with ill-fitting PPE.
- Working closely with the British Standards Institute.
- Campaigning to the UK Government and Health and Safety Executive to take action to address the issue.

WHAT IS THE CAMPAIGN PROGRESS SO FAR?

January 2024: Worked with the Considerate Constructors Scheme to mandate inclusive PPE on their registered activities.

February 2024: Worked with East Riding of Yorkshire Council to propose an inclusive PPE motion - passed unanimously.

March 2024: The campaign was raised in Parliament and received praise from the relevant minister.



WHERE DO THE INEQUALITIES STEM FROM?

A lack of diversity in the anthropometric data which feeds into PPE standards and design.

A lack of awareness of the products available on the market.

Insufficient legislation covering PPE for diverse users.

WHAT IS INCLUSIVE PPE?

Personal Protective Equipment that takes into consideration the user's Protected Characteristics and individual requirements.

For example: Female fit PPE, maternity-wear PPE, and a variety of sizes of gloves, hard hats and eye protection to accommodate for different size and shape.

EFFECTS OF ILL-FITTING PPE

HIGH VISIBILITY CLOTHING

- Entanglement
- Slips, trips and falls
- General discomfort
- Limited range of motion
- Exposure to the elements from improper wear



EFFECTS OF ILL-FITTING PPE

SAFETY BOOTS

- Long term health issues
- Slips, trips and falls
- General discomfort
- Blisters, bunions and foot deformities



EFFECTS OF ILL-FITTING PPE

HARD HATS

- Difficulty adjusting to fit
- Instability of hard hat on users
- Risks associated if the user removes the hard hat



EFFECTS OF ILL-FITTING PPE

SAFETY GLASSES

- Difficulty adjusting to fit
- Impaired vision if glasses steam up
- Risks associated if the user removes the safety glasses



EFFECTS OF ILL-FITTING PPE GLOVES

- Entanglement
- Impact on users' dexterity
- Risks associated if the user removes the gloves



EFFECTS OF ILL-FITTING PPE

EXPERIENCE AT WORK

42% of women have experiences related to PPE which has negatively effected their career (NAWIC Yorkshire, 2023).

“I feel I look unprofessional as I am wearing oversized men’s clothing”

“Makes me not want to work in the construction industry”

“Made site work more difficult and uncomfortable than it had to be”

WHAT ABOUT MODIFYING PPE TO FIT?

42% of women report having to make modifications to their PPE as a result of poor fit. This number was significantly higher for ethnic minority groups, at **53%** (WES, 2024).

Modifying PPE can affect, and even void any warranties and liabilities if modified outside of the extent to which it was designed.



HOW CAN YOU GET INVOLVED?

Create a safe environment for staff to raise concerns, and ensure that those concerns are addressed. 68% of women raise concerns about their PPE, yet over 50% of concerns are not addressed (WES, 2024).

Encourage the provision of inclusive PPE within your organisations, and your supply chain - mandate within contracts.

RESOURCES AND CONTACT DETAILS

CIOB's PPE Directory: www.ppethatfits.com/directory

Campaign Website: www.nawicyorkshire.co.uk/campaigns/womens-ppe

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THANK YOU

Any questions or discussion points?

