###### PPE Policy

 will ensure that every employee works safely at all times. Wearing PPE, although the ‘last line of control’, still plays a vital role in reducing the risk to our employees. The Company will ensure that PPE is worn to protect operatives from injuries resulting from missing, ill-fitting or inappropriate PPE. These injuries may include;

* Head injury – hard hat, bump cap or crash helmet
* Eye injury – goggles, safety spectacles, prescription safety glasses, visors
* Flash burns – welders screens and visors
* Noise induced hearing loss – ear plugs or ear muffs
* Respiratory damage – masks and respirators, breathing apparatus.
* Chemical exposure – resistant gloves, coveralls, aprons or wellington boots
* Oils and hydrocarbons – resistant gloves, coveralls and aprons
* Burns – gloves, welders leathers, fire retardant coveralls
* Hand abrasion – gloves
* Cuts – chain mail, Kevlar equipment or chain saw clothing.
* Dust and fibre – coveralls or disposable boiler suits
* Traffic accident – hi-vis clothing
* Hypothermia – thermal clothing
* Wet – oilskins
* Knee damage – knee pads
* Foot injury – steel toecap footwear
* Penetration injury – mid-soled footwear
* Falls from height – fall arrest equipment

##### Assessment

The assessment under the Management Regs. should identify risks which could affect the health and safety of the employees and should also determine if the risk can be otherwise controlled.

Prior to the selection of any PPE, a further assessment is required which should;

* Identify and assess risks which have not been controlled by other means.
* Identify and assess any risks which the equipment itself may create.
* Define the characteristics which the PPE must have in order to be effective against the risks identified.
* Compare the PPE supplied with the findings of the assessment.
* The assessment must be reviewed when any significant change in circumstances takes place.

##### Provision of PPE

The employer must provide PPE to any employee who is exposed to a risk not controlled by another measure.

* The PPE must prevent or control the risk to which the employee is exposed.
* The PPE should be appropriate to the risk and conditions applying to its use.
* PPE provided should take account of ergonomics and the health of the employee.
* The PPE should fit the employee.
* The PPE must comply with all relevant UK legislation and EC Directives.
* PPE must be compatible with all PPE which must be worn at the same time.

The employee may not be charged for PPE provided by the employer as a result of a statutory obligation on him.

Employers must ensure that PPE is readily available for use as and when it is required and in general, each item should be personally issued to the employee.

The employer should not enforce the wearing of PPE when the risk is not present or is not expected to be present.

##### Training

Employers have a duty to provide information and instruction on risk assessments associated with the provision of PPE; the reasons why the use of PPE is necessary, the results of not wearing it and any cleaning or maintenance procedures required.

Training on the fitting, adjustment, cleaning and maintenance of provided PPE must be given to employees and must be renewed as often as necessary.

##### Consultation

As the employer has to provide PPE which is suitable and takes into account the requirements not only of the task, but also the individual, there is a need to consult with the persons who have to wear the PPE.

##### Employee Duties

The employee has a legal duty to wear the PPE provided by the employer where the risk it is designed to control is present.

The employee must carry out cleaning and maintenance of the PPE in accordance with the information, instruction and training provided by the employer.

The employee must report any loss or damage to the PPE to his employer.

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| **Signed on Behalf of:** |  |  |
| **Name (Print):** | Steven Callander |  |
| **Position:** | Director |  |
| **Signature:** | A black line on a white background  Description automatically generated |  |
| **Date:** |  |  |