

Inclusive PPE

Getting it right!

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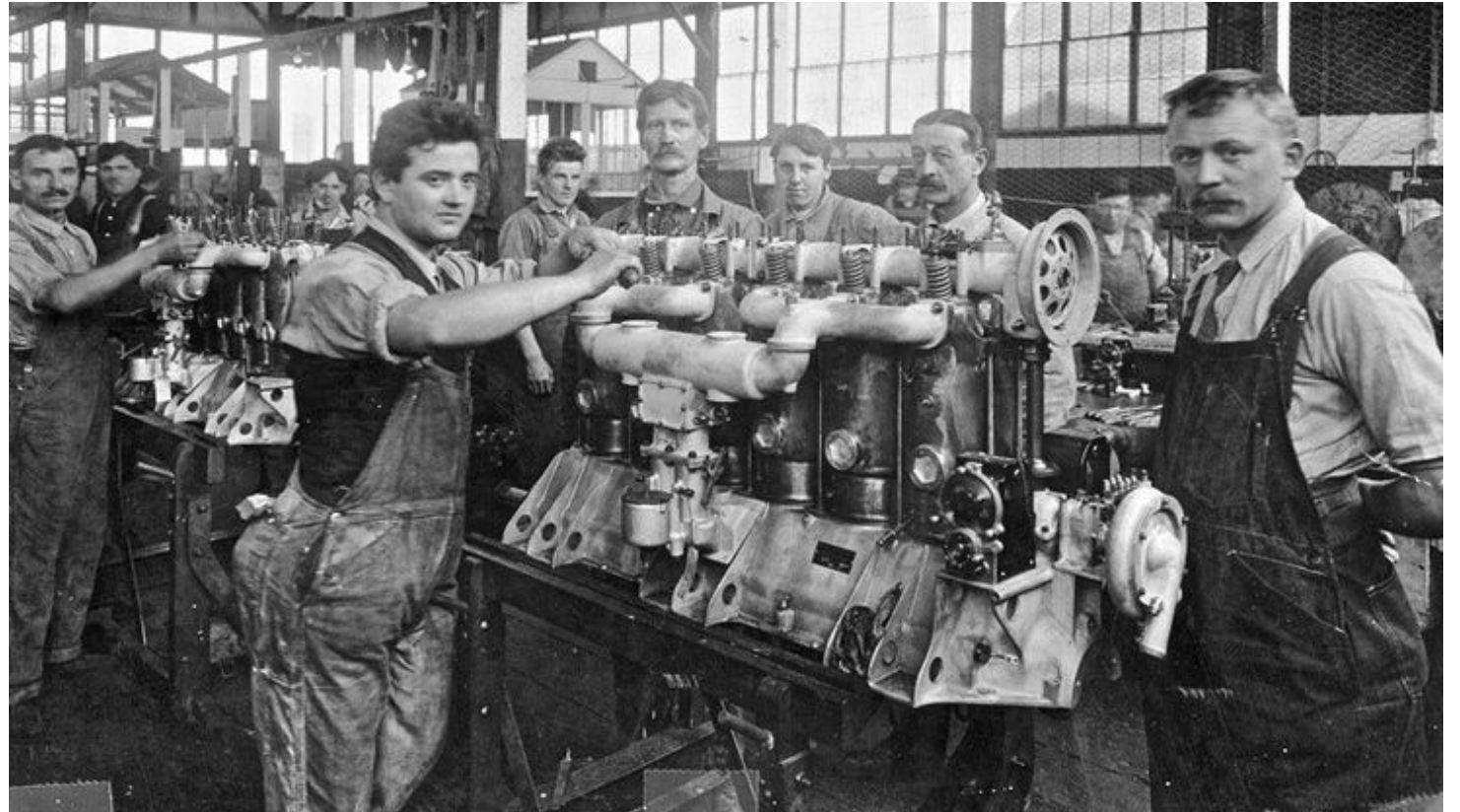


Outline

- Introduction & background
- What do we need to consider?
- What's the impact if we don't?
- Barriers to providing inclusive PPE
- PPE strategy
- Where to get PPE
- Sum up

Background

- PPE history
- “Average white men”
- But what does this mean in practice?



What should we be considering?

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What do we need to consider when providing PPE?


▶ Start Menti

Results are hidden ×



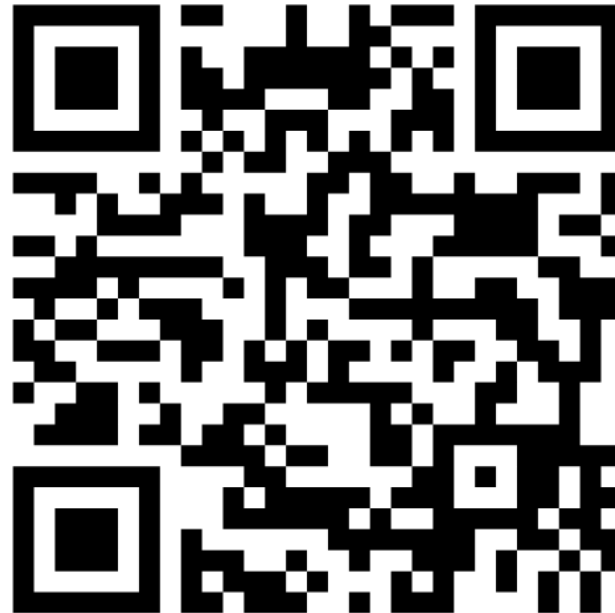


Considerations

- Role
 - Environment
 - Body shape / hair
 - Gender norms
 - Time of life / age
 - Menopause
 - Periods
 - Pregnancy
 - Religious / cultural norms
 - Neurodivergence
 - Ability
 - Frequency of changing
 - Travelling
 - Storage
 - Changing logistics
 - Medical conditions
- 

But why is this SO important?

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What are the impacts of not providing appropriate PPE?

All responses to your question will be shown here

Each response can be up to 200 characters long

Turn on voting to let participants vote for their favorites



Account



Content



Design



Settings



Help &
Feedback

What women say...

I change my hair / clothes
I carry more things
Limited toilets
(and limited drinking)
Periods are a problem
Changes of shoes / clothing
Adjusting PPE

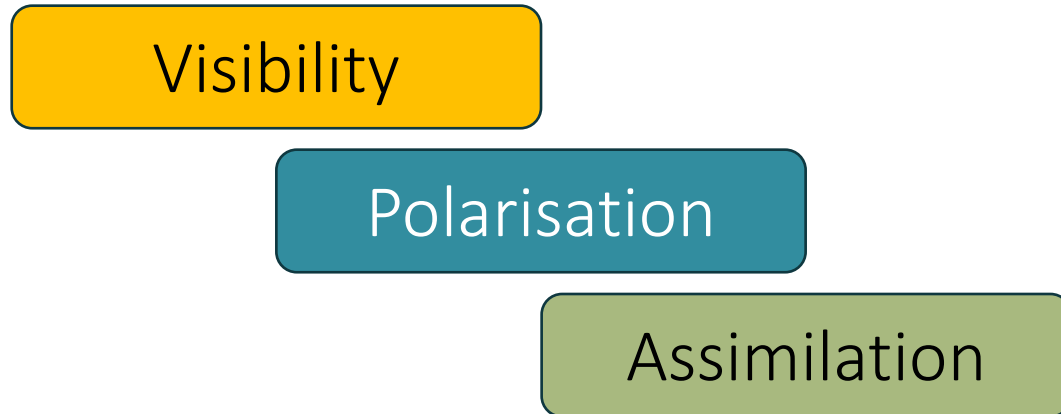
People think I'm not capable
I have no authority
People laugh at my PPE
I can't do my job fully
I'm less productive
I change my tasks to accommodate
PPE makes it more dangerous
PPE makes is more difficult

My PPE is uncomfortable
My PPE hurts
I can't fasten things tight enough
I've got blisters / bruises
I have musculoskeletal problems
Too long / too big / flappy / falls off

I don't want to be a problem-maker
I don't want to cause a fuss
I don't fit in
I feel different
I'm not respected
I'm a burden
I don't feel capable
I don't feel professional
I question whether I belong

“Under-represented groups”

- Tokenism



- Affects, confidence, professionalism, credibility, sense of belonging, mental wellbeing





And for others...

Don't want to be labelled

Don't know any different

Introverted

No time to deal with it

Don't want to make a fuss

Highlighting physical differences

I might get sent home



Image credit: <https://www.caerphillyskips.co.uk/skips-bargoed/>

Problems for your organisation



Safety



Wellbeing



Inclusivity



Productivity



Staff turnover



Costs



And what's stopping you?

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What's stopping you providing inclusive PPE?

transpiration
leader bold
creative
inspiration
focus fast



Barriers

Resource constraints

No time to implement processes
Increases “business as usual” time
No budget to spend outside of the usual offerings

Process limitations

No consistent processes or follow up
Hierarchy constraints
Legislation isn't clear

Needs underestimated

Not just about women's PPE
Even the people wearing it don't get it
It's just PPE... / tick the box

Clash of priorities/values

Some don't recognise the importance of diversity
Bigger fish to fry
“Can't please everyone”

Strategy – user centred provision

Commit
resource

Commit resource – a team effort is needed.
Time, money, space

Get a process

Develop a process that facilitates good practice
Benchmark / learn from others
Set up, train, implement, review

Understand the
needs

Understand the needs of your workforce (including
visitors) and what this means for them
Encourage feedback

Education

Education and training for all (including users)
(but some will never “get it”)
Recognise privilege

For success,
you need all 4

And...
LEADERSHIP

Where to find appropriate PPE?

- Identify specialised suppliers
- Engage with proven organisations
- What can your current supplier(s) do better?
- Leverage your workforce
- Leverage your network
- Research user reviews / social media
e.g. in the UK: [Katherine Evans](#), www.ppethatfits.com
- Stay updated!



Suppliers

Footwear	Other	Clothing	
V12	V-gard (hard hat)	Bisley	Fristads
Rockfall	Bolle (glasses)	Pulsar (Hijab)	Hazchem
Portwest	Blaklader	Skanwear	Mascot
UVEX	Globuus	Leo (Hijab)	Orn
Blacklader	Graphex	Portwest	Roots
Amblers	Heightec	Blaklader	Tower Supplies
Xena	Mask Logic	Wenaas	ProGarm
Juno Jones	Stalsen	Tranemo (headscarf)	3 Donkeys
Red Wing	MSA	Covergalls	Kishigo
	Falltech		

What successes have you had?

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What has worked for you?

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Sum-up

We now:

- Understand the impacts
- Recognise diversity of needs
- Pointers for PPE sourcing
- Practical strategy tips

Your PPE culture is
indicative of your
organisation's culture!