



**Persimmon**

Health, Safety  
& Environment  
Department

# Personal Protective Equipment Standards



# Contents

1. Introduction
2. Who supplies the PPE
3. Hard hats and colours
4. High visibility clothing
5. Safety footwear
6. Gloves
7. Short trousers
8. Hoodies and woolly hats
9. PPE for female employees
10. Earphones
11. Cold/inclement weather clothing
12. Sunscreen
13. Eye protection and sunglasses
14. Additional PPE
15. Monitoring
16. Further reading
17. Toolbox talk



# 1. Introduction

The purpose of these personal protective equipment (PPE) standards is to highlight the PPE requirements when working on site. PPE is equipment that will protect the user against health or safety risks at work. Minimum PPE must be worn at all times when an operative is in the construction area of the site. This includes a hard-hat, high-visibility vest/ jacket and safety footwear. Additional PPE may need to be worn for task specific operations.





## 2. Who supplies the PPE

PPE must be supplied for all directly employed and agency workers.

It is expected that labour only sub-contractors who are covered by a part A or B labour only sub-contractor order form will arrive on site with the appropriate PPE. However, a common sense approach must be taken and PPE must be provided to these workers if their PPE does not meet the required standard or is not suitable for the tasks they are being asked to carry out.

Contractors must supply PPE to their own site workers, this must be in a good state of repair, and suitable for the tasks they are contracted to undertake.

It is appreciated that certain items of PPE such as footwear, workers may choose to purchase and use their own equipment. This is not prohibited provided the PPE meets the requirements as set out in the standards.

Ultimately, it is the responsibility of site management to carry out checks of workers PPE and ensure everyone on site is wearing the required standard of PPE regardless of status. It is the individual's responsibility to ensure that their PPE is in a good state of repair and is suitable for the task in hand.

Any Persimmon supplied hard hats and high visibility vest/ jacket to be embossed with the Persimmon/ Charles Church brand. Contractor site workers to also wear their company branded hard hats and high visibility vests/ jackets.



## 3. Hard hats and colours

Hard hats protect the wearer from falling materials and must be in a good state of repair. Hard hats must:

- Conform to the BS EN 397 standard;
- Be replaced at least every 3 years, or sooner if damaged or struck/ dropped; and
- Be worn on site at all times and not worn back to front.

Hard hats must also have a way to identify the name of the worker and support services through the placement of visual aids on hard hats. For example, all first aiders must be issued a sticker that is placed on their hard hat denoting “First Aider”.

### Site management

Must wear a Persimmon/ Charles Church white branded hard hat. For easy identification as site management, there must also be a sticker that is prominent and visible, clearly identifying the wearer’s role, such as Site Manager or Assistant Site Manager on the hard hat.

### Other Persimmon management and office/ sales based roles

Must wear a Persimmon/ Charles Church branded white hard hat. This includes Group HS&E Advisors and Independent Quality Controllers.

### Contractor supervisors

Must wear a black hard hat to denote that they are a supervisor.

### Site operatives

Must either wear their sub-contractor company branded hard hat or a Persimmon/ Charles Church branded white hard hat.

### Slinger/signaller

Must wear an orange hard hat.

### Apprentices

Must wear a Persimmon/ Charles Church branded green hard hat.

### Visitors (who are not Persimmon employees)

Must wear a Persimmon/ Charles Church branded blue hard hat.



## 4. High-visibility clothing

High visibility clothing, helps plant and vehicle drivers see pedestrians. As a minimum high visibility vests must be worn at all times whilst on site. Preferably wear yellow, orange can also be worn. Blue or black is not sufficiently visible and must not be worn. The vest must have reflective strips on them.

High-visibility clothing must conform to BS EN 471 and be CE marked. Clothing which conforms to the standard is marked with this pictogram:



Operatives must not cut down or tie up high-visibility vests and they must be in a good state of repair. Long sleeve high visibility jackets and tee /sweat shirts are also acceptable.

As a minimum, a tee-shirt must be worn under a high-visibility vests.



## 5. Safety footwear

Safety footwear protects the feet from falling objects and from sharp penetrating articles such as nails piercing the sole. Safety footwear with toe protection must be chosen that has midsole penetration resistance (safety footwear to EN ISO 20345 S3). Under no circumstances are operatives allowed to wear training shoes when on site, they must wear safety footwear at all times.

For workers that spend a considerable amount of time wearing safety footwear each day on site appropriate and good quality footwear should be provided to them.

## 6. Gloves

A supply of gloves should be made available for the site workers to use; the type will depend on the task being carried out.

## 7. Short trousers

Short trousers may be worn, however long trousers must be worn when concreting, laying tarmac, carrying out vehicle maintenance or carrying out any hot works.



## 8. Hoodies and woolly hats

If hoodies are worn operatives must not wear the hood up over or under the hard hat as it restricts the wearer's peripheral vision. Woolly hat must not be worn under hard hats, hat liners only must be worn in colder weather.

## 9. PPE for female employees

Specific ladies PPE must be provided for female site workers as male operative PPE will not fit correctly and could impair the wearer.

## 10. Earphones

Ear phones to listen to music must not be worn on site, as they can mask the sound of approaching plant and vehicles.

## 11. Cold/ inclement weather clothing

Warm and waterproof clothing must be provided in cold and inclement weather conditions.

## 12. Sunscreen

During the summer months, sun screen must be available for site operatives, for areas which cannot be protected by clothing.

## 13. Eye protection and sun glasses

Eye protection should be supplied to our site workers on request, this will be mainly to keep dust and sun out of their eyes, wraparound type eyewear with UV protection should be chosen. Impact resistant type eyewear may be needed for task specific operations.

## 14. Additional PPE

For some tasks additional PPE such as eye protection (protective eyewear to EN 166.1.F), ear protection (hearing protection to EN 352) and respiratory protection (particulate respirators to EN 143 & EN 149 Filter Type FFP3 minimum) will need to be worn for task specific operations. This additional PPE to be included as a control measure in the appropriate task risk assessment and method statement.

Ground workers and service connection operatives carrying out work on service connections, must wear full length flame retardant overalls, these must be worn when braking ground/ digging around services and working within the service trenches.



## 15. Monitoring

Contractor supervisors must ensure that their operatives are wearing the minimum required PPE at all times and additional task specific PPE when required. Site management monitors PPE through daily site checks. The Group HS&E Department monitors compliance with this policy via regular site HS&E inspections.

## 16. Further Reading

HSMS [guidance](#) – PPE catalogue

HSMS [guidance](#) – PPE catalogue July 2023 Pricelist

[HSE - construction-FAQ-PPE](#)

[HSE - TBT-PPE](#)

## 17. Toolbox Talk

Refer to HSMS [TBT](#) – Personal Protective Equipment

