



# Personal Protective Equipment (PPE) Guidance



Personal protective equipment (PPE) is a term used to describe a wide range of equipment including clothing, footwear, protective glasses, hearing protection etc. We understand that PPE should only be used as a means of protection in conjunction with, or once all other control measures have been exhausted.

**sportscotland** has a duty to extend our responsibility to supply PPE to limb (a) and limb (b) workers according to the Personal Protective Equipment at Work (Amendment) Regulations 2022. (PPER 2022).

Definition of limb (a) and limb (b) workers, according to the Employment Rights Act 1996:

Limb (a) describes those with a contract of employment. This group are employees under the Health and Safety at Work etc Act.

Limb (b) describes workers who generally have a more casual employment relationship and work under a contract for service.

**sportscotland** regard the promotion of health and safety for our employees and visitors to be of the utmost importance to our operations. It is therefore the policy of the organisation to ensure the implementation of control measures to reduce risk to its lowest level so far as is reasonable practicable. However it is accepted the personal protective equipment (PPE) may be required as a last resort to provide complementary protection to these control measures. This PPE will be issued and replenished as required at no cost to the user.

PPE required for our activities and tasks are identified as a result of conducting risk assessments. We will ensure that any PPE provided is of the appropriate British Standard (BS) quality standard. For PPE to be effective, it must fit correctly and be compatible with other items of PPE, this we will check when items are issued.

We will provide PPE free of charge. We may request that workers sign for the receipt of any equipment. Employees have a duty to act responsibly, to wear and take care of any equipment issued to them and for ensuring the protection offered remains effective.

Personal protective equipment is to be worn:

- When the control measures of a risk assessment or safe system of work identify there is a requirement;
- Where signage indicates that there is a requirement for using PPE; or
- If an employee considers a hazard is present and PPE offers satisfactory protection.

If there is a need to wear Respiratory Protective Equipment (RPE) for the protection of health, we will ensure it fits correctly. Where necessary we will arrange a face fit test by a competent person to ensure optimal protection.

We are responsible for ensuring that our workers use or wear PPE correctly when required to do so. PPE that is not single use and has been provided for continuous use on a regular basis will be subject to monthly PPE inspections. Every employee has a responsibility to inform the organisation when their PPE has become damaged or subject to wear and tear.

Failure to wear even the most basic PPE can result with injuries or illness, it is therefore important that employees comply with our procedures; failure to do so will be considered as a serious breach of our rules and may result with disciplinary action being taken.