



# BS 30417

# Provision of

# Inclusive PPE

**from problem to standard – and what comes next**

Sara Gibbs

Standards Development Manager, BSI

2026-04-29



# A day in the life



# The Problem We Were Seeing

**PPE isn't neutral - it works better for some people than others**

- Widespread evidence of poor fit, discomfort and safety risk
- Women, disabled workers, pregnant workers, neurodivergent workers, and non-"average" body types disproportionately affected
- Poor fit leads to:
  - PPE not being worn
  - Unsafe workarounds
  - Increased risk of injury



# How BS 30417 Was Developed

Built with real users, employers and experts

- Fast-tracked development starting June 2024
- *Cross-sector committee*
- *Strong user voice and practitioner input*
- *Public consultation:*
  - *Webinar before launch*
  - *High engagement and detailed feedback*



# What is BS 30417?

**BS 30417: Provision of Inclusive PPE** is a British Standard that provides guidance for employers and duty holders on ensuring PPE is suitable for the people who need to wear it.

## In practice, the standard:

- Focuses on people, not just products
- Supports better decisions on PPE selection, fit and availability
- Encourages early identification of poor fit, exclusion and unsafe workarounds
- Takes a whole-lifecycle view of PPE – from procurement to use, maintenance and feedback

## What makes it different:

- Applies across PPE categories and sectors
- Recognises diverse and changing wearer needs
- Is risk-based and proportionate, not prescriptive

## How it is positioned:

- Guidance, not regulation
- Complements existing PPE product standards
- Designed for real-world employer use

# How the Guide can help you



## Foundation

1. Scope
2. Normative References
3. Terms and Definitions



## Core Processes

4. Selection and Purchasing of Inclusive PPE
5. Fitting and Adjustment
6. Maintenance and Inspection



## Accessibility & Lifecycle Considerations

7. Accessibility and Accommodation
8. Longevity of Inclusive PPE
9. Documentation and Record Keeping



## Future-Proofing & Improvement

10. Awareness and Training
11. Variations and Equivalency of Inclusive PPE
12. Feedback and Continuous Improvement

Continual Consultation with the Diverse Workforce

# What BS 30417 Is (and Isn't)

BS 30417 is about making better decisions on PPE — not adding complexity or lowering safety standards, it focuses on suitability and real-world use — not prescribing products or creating a one-size-fits-all solution.

## What it is:

- A guidance standard for employers and duty holders
- Covers selection, fit, procurement, lifecycle, feedback loops
- Applies across sectors and PPE types

## What it isn't:

- Not a product certification
- Not a one-size-fits-all checklist
- Not about lowering safety requirements

# Why Employers Are Engaging

## Practical benefits

- Supports safer, more consistent PPE decisions
- Reduces risk of exclusion and unsafe workarounds
- Helps evidence reasonable adjustment and good practice
- Aligns safety, equality and procurement goals



# Current Developments: Policy Momentum

BS 30417 is influencing the wider conversation

- Referenced during Parliamentary discussions
- Ten-Minute Rule Bill
- Signals growing policy attention on inclusive PPE



# Trade Union Engagement

## GMB endorsement (UK's largest union)

- Strong alignment with worker experience
- Seen as a practical tool for improving PPE provision
- Reinforces that the issue is both safety-critical and equality-related



# What's Next

Standards need to be proactive — anticipating change rather than responding to it — so they remain relevant in an ever-changing world of work.

## Europe

### **Towards a European approach to inclusive PPE**

- Work is underway to take the learning from BS 30417 into the European system
- Aim: shared principles that work across borders
- Strong interest from multiple countries

## Skin Sensitivity

### **Beyond size and fit**

- Increasing focus on:
  - Skin reactions
  - Contact materials
  - Prolonged wear

## Inclusive Test Methods

### **Who are PPE tests designed around?**

- Historic test panels don't reflect real workforces
- Future work looking at: More representative body data
- Diverse user groups
- Better correlation with real-world use

# What This Means for Employers

Employers who engage early with inclusive PPE are better placed to reduce risk, support their workforce and adapt as needs evolve.

## Three takeaways

- Inclusive PPE is a safety issue, not a niche concern
- BS 30417 provides a solid starting point
- This area will continue to evolve – early engagement matters

## Be part of shaping what comes next

- Use the standard
- Feed back lessons learned
- Engage in future standards work

# What Employers Ask Me Most



## 1. Do we have to replace all our PPE?

No. The standard supports proportionate, risk-based decisions. It focuses on improving selection, fit and provision over time.

## 2. Does inclusive PPE mean custom PPE for everyone?

No. It means ensuring suitable options are available and that exclusions and workarounds are identified and addressed.

## 3. Is this just about women's PPE?

No. It applies to all wearers – including disabled workers, neurodivergent workers, those with skin sensitivities, and people with changing needs.

## 4. How does this affect procurement?

It helps employers specify requirements more clearly and have better conversations with suppliers about fit, sizing data and availability.

## 5. Is this likely to become a regulatory requirement?

BS 30417 is guidance, not regulation. However, it reflects growing expectations around good practice.

# Where can you get BS 30417?

All downloads of BS 30417 and the companion guide are **free**

Download the standard here:

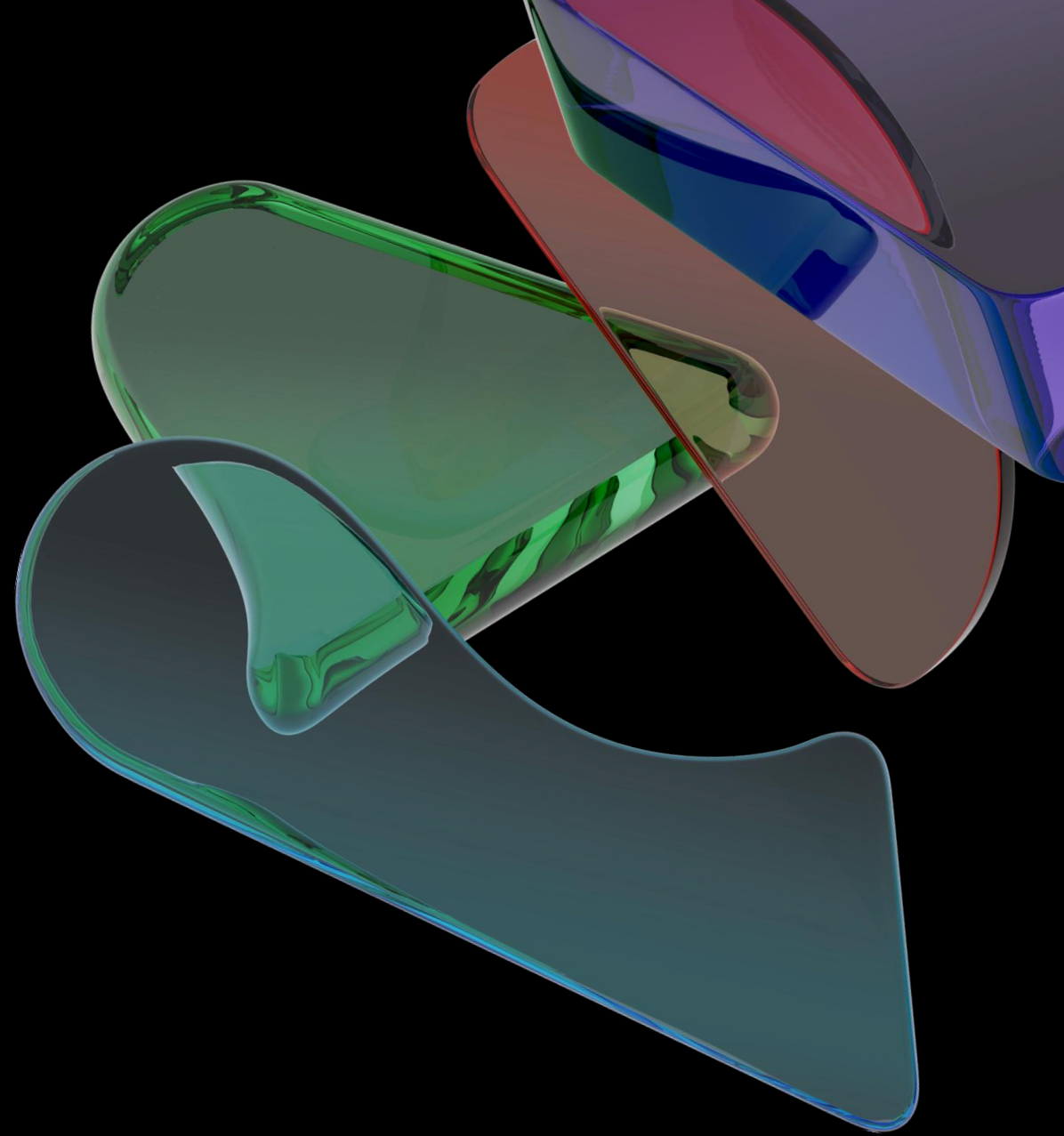


Download the companion guide here:



125 bsi

Any  
Questions?





BSI Group

The Acre, 90 Long Acre, London

WC2E 9RA United Kingdom

[bsigroup.com](http://bsigroup.com)