

impact hr toolbox talk

High-Visibility (Hi-Vis) PPE

This Toolbox Talk explains why hi-vis PPE is important, when it must be worn, and what is expected of everyone working in areas where vehicles, plant or poor visibility present a risk. Hi-vis is a key control to help drivers and operators see you in time to avoid accidents.

Why is Hi-Vis important

Being seen is critical when working around vehicles, mobile plant or traffic routes. Many serious injuries and fatalities occur because drivers do not see pedestrians early enough.

Hi-vis PPE:

- Helps drivers and plant operators identify people quickly
- Improves visibility in daylight, low light and poor weather
- Reduces the risk of struck-by and reversing incidents
- Most vehicle-related incidents are preventable when the correct hi-vis PPE is worn consistently.

When should Hi-Vis be worn

Hi-vis PPE must be worn:

- In vehicle routes, yards and loading areas
- Where forklifts, mobile plant or site vehicles operate
- During delivery, loading or unloading activities
- In poor lighting, bad weather or night work
- Wherever site rules or signage require it

Removing hi-vis PPE in these areas could put you and others at risk.

Hi-Vis Classes – what you need to know

Hi-vis PPE is issued to you, based on risk assessment and site rules. There are three levels ("classes") of hi-vis:

Class 1 – offers a low level of visibility – therefore is not often used where moving vehicles are present

Class 2 – offers a medium level of visibility – common in vehicle yards, warehouses and sites where moving vehicles are present

Class 3 – offers a high level of visibility – often required for high-risk working areas such as highways, poor visibility or night work

You must wear the minimum class specified for your work area.

Wear your Hi-Vis correctly

To ensure its effectiveness, hi-vis PPE must be worn appropriately. In particular, you should ensure that:

- Your hi-vis is fully fastened and clearly visible
- You wear your hi-vis at all times – in designated areas
- It is not covered by other clothing
- You don't remove it, even for "just a moment"

You will be issued with the appropriate class for the activity and risks. Always wear hi-vis issued to you.

Condition & Care

Damaged or faded hi-vis PPE does not provide protection. You should:

- Check hi-vis before use
- Report fading, tears or damaged reflective strips
- Keep hi-vis clean so it remains visible



- Replace hi-vis that no longer performs effectively
- Never rely on worn-out PPE.

- Hi-vis is ineffective for the risks and activities (Incorrect class being used)
- Hi-vis is covered by jackets or harnesses
- The garments are dirty, defective or faded
- Users become complacent / willing to take short cuts

Common reasons for Hi-vis failures

Incidents can happen, if:

- Hi-vis is not being worn

If the risk assessment requires it, the use of hi-vis clothing is not optional, but a basic safety control.

Remember

Hi-vis PPE helps drivers see you

If hi-vis is required — wear it

If it is damaged — report it

If you are unsure which class to wear — ask

Never assume you can be seen

If visibility is reduced, stop and reassess

Discussion Points

- Where on site should hi-vis be worn?
- Have you inspected the condition of your hi-vis today?
- Does everyone consistently wear hi-vis appropriately on our site?
- How would you report damaged or worn-out hi-vis?

Your next step to safer, smarter workplaces

For tailored advice, call **0330 236 9866** or email hello@impacthr.co.uk. Alternatively, explore more Toolbox Talks in the Impact Hub at [impacthr.co.uk](https://www.impacthr.co.uk).



Delivered by	
Date	

Name	Sign	Date