



LEGISLATION

Work Pack

KNOW THE RULES.
WORK PROFESSIONALLY.
PROTECT EVERYONE.



NAME:

Legislation That You Need to Be Aware Of:

1. Health and Safety at Work Act 1974

What is it?

The main piece of health and safety legislation in the UK. It places legal responsibilities on both employers and employees to ensure a safe working environment.

Employer Responsibilities

- Provide a safe and healthy workplace.
- Provide health and safety policies.
- Ensure equipment is safe and maintained.
- Provide staff training.
- Have emergency procedures in place (fire evacuation, first aid, etc.).
- Assess and minimise workplace risks.

Therapist Responsibilities

- Follow salon policies and procedures.
- Work safely and responsibly.
- Protect clients, colleagues and yourself.
- Report hazards, accidents and faulty equipment.
- Use equipment correctly.
- Attend health and safety training.

Example in Salon

A therapist/stylist notices a loose electrical wire on an item of electrical equipment. Under the Act, they must stop using the equipment and report it immediately to prevent injury.

2. Workplace (Health, Safety and Welfare) Regulations 1992

What is it?

This legislation focuses on the physical working environment and employee welfare.

Requirements

The workplace must provide:

- Adequate lighting.
- Appropriate ventilation.
- Safe floor surfaces.
- Suitable temperature.
- Clean toilet facilities.
- Drinking water.
- Rest areas for staff.
- Suitable arrangements for pregnant workers and nursing mothers.

Why is it Important?

Poor working conditions can cause accidents, illness and reduced productivity.

Example in Salon

A Salon must have appropriate lighting to carrying out treatments/services safely and accurately.

3. Electricity at Work Regulations

What is it?

This legislation ensures that all electrical equipment is safe to use and properly maintained.

Requirements

- Equipment should be checked before every use.
- Equipment should be inspected regularly by a qualified electrician.
- Damaged equipment must not be used.
- Sockets must not be overloaded.
- Cables and wires must be safely positioned.
- Electrical equipment should meet British Safety Standards.

Therapist Responsibilities

- Visually inspect equipment before treatments.
- Report faults immediately.
- Keep liquids away from electrical equipment.