

Do Now

Health and Safety: Employment and Law



Cherelle started her new job as an intern at a construction company last week. She's had three mornings of Health and Safety training already. Cherelle is now cursing her workmates – she's just been reported for not wearing her helmet on site.

'What kind of jobsworth would bother reporting me for that?' She complains.

Discuss: Does Cherelle have a right to be annoyed about this?



Why do we have Health and Safety Law in the workplace?

I think we have Health and Safety Law in the workplace because...

Health and Safety: Employment and Law



Learning outcomes:



Explain why workplaces and employees must abide by Health and Safety procedures and the possible consequences for both parties if they don't.

<https://www.youtube.com/watch?v=hpxXcAq7iAE>

There's a lot of new key terms to get through today, so rather than writing them all down (when you may know some already), we'll focus our first task around this

Read your case studies carefully.

1. Identify any potential hazards and the possible consequences for both employer and employee in each scenario.
2. Explain whether and how the employee broken the Health and Safety Act. How could the hazard have been avoided?
3. How would you write a Health and Safety Procedure to ensure employee safety so far as possible? What further steps might you expect to be taken as an employee?

Case Study	Potential hazard and consequences	Has the employee broken the Health and Safety Act? How could the hazard have been avoided?	How would you write a Health and Safety Procedure to ensure employee safety so far as possible? What further steps might you expect to be taken as an employee?
Abdul has been asked him to put some chemicals used to create air fresheners in plastic tubs. She didn't say to use goggles or gloves, as Abdul didn't. However, he was working next to a big sign that said: 'always use goggles and gloves when handling chemicals and both were visible on a shelf in the room.'			
Sarah spill a pot of paint when working at the hardware store. She left the spillage to go and get materials to clean it up. While she was getting the materials, another employee slipped on the paint.			
Sam has just qualified as a Primary School teacher. He has a big display he wants to put up so he stands on a table to be able to reach the top of the display board.			
Danielle is a waiter. The staff fridge was full, so he stored his opened sushi box in the raw meat fridge, used by the Head Chef.			

Case Study	Potential hazard and consequences	Has the employee broken the Health and Safety Act? How could the hazard have been avoided?	How would you write a Health and Safety Procedure to ensure employee safety so far as possible? What further steps might you expect to be taken as an employee?
Oliver had been given a thousand tons of beans to stack in a warehouse. He hadn't been given a trolley for seven hours, nor had he been given training on how to correctly stack shelves. One green trolley after six hours, knocked one of the shelves of beans by mistake and they all came crashing down on him. He broke his shoulder.			
Jules had never driven a forklift-truck before, but she lied on her CV and said she had. Her employer did not check to see if she had a valid license. On Jules' first day the forklift-truck got stuck in reverse and collided into a wall with Jules in it.			
Create your own case study.			





SUCCEED

Health and Safety at Work

The Health and Safety at Work Act (1974) This law is designed to keep employees safe in the workplace. Both employers and employees have responsibilities to reduce risks and prevent accidents.

Employer Responsibilities	Employee Responsibilities
Provide training and supervision	Follow safety procedures
Carry out risk assessments	Use PPE correctly
Provide PPE and warning signs	Report hazards and accidents
Maintain a safe workplace	Work safely around others
Check qualifications and training	Be honest about experience

Key Health and Safety Terms

Term	Meaning
Hazard	Something that could cause harm
Risk	The chance of harm happening
PPE	Protective equipment such as gloves or goggles
Risk Assessment	Identifying hazards and reducing risks
Negligence	Failing to act safely or responsibly



Common Workplace Hazards

Hazard	Possible Consequences	Prevention
Chemicals	Burns, eye damage	Wear gloves/goggles
Spillages	Slips, broken bones	Clean immediately
Working at height	Falls, serious injury	Use ladders safely
Poor food storage	Food poisoning	Separate raw/cooked foods
Heavy lifting	Back injuries	Proper training and breaks
Machinery/forklifts	Crashes/crushing injuries	Qualified users only



Applying Health and Safety to the Case Studies. When answering each scenario, think carefully about:

Question	What to Consider
What is the hazard?	What could cause harm?
What are the consequences?	What injuries or damage could happen?
Was a rule broken?	Did anyone ignore procedures or training?
How could it be avoided?	What safer action should have happened?
What procedures are needed?	What rules should the workplace have in place?
What happens afterwards?	Training, investigation or disciplinary action?

Important Safety Procedures

1. Follow warning signs and instructions
2. Use PPE correctly
3. Report hazards immediately
4. Clean spillages quickly
5. Use the correct equipment
6. Never take shortcuts
7. Ask for help if unsure

Key Message

Most workplace accidents can be prevented through:

1. Proper training
2. Following procedures
3. Using common sense
4. Reporting hazards quickly
5. Working responsibly.

Good health and safety is everyone's responsibility.

Case Study	Potential hazard and consequences	Has the employee broken the Health and Safety Act? How could the hazard have been avoided?	How would you write a Health and Safety Procedure to ensure employee safety so far as possible? What further steps might you expect to be taken as an employee?
<p>Ashiran's boss has asked him to put some chemicals used to create air fresheners in plastic tubs. She didn't say to use goggles or gloves, so Ashiran didn't. However, he was working next to a big sign that said, 'always use goggles and gloves when handling chemicals' and both were visible on a shelf in the room.</p>			
<p>Sarah spilt a pot of paint when working at the hardware store. She left the spillage to go and get materials to clean it up. While she was getting the materials, another employee slipped on the paint.</p>			
<p>Ian has just qualified as a Primary School teacher. He has a big display he wants to put up, so he stands on a table to be able to reach the top of the display board.</p>			
<p>Damilo is a waiter. The staff fridge was full, so he stored his opened sushi box in the raw meat fridge, used by the Head Chef.</p>			

Case Study	Potential hazard and consequences	Has the employee broken the Health and Safety Act? How could the hazard have been avoided?	How would you write a Health and Safety Procedure to ensure employee safety so far as possible? What further steps might you expect to be taken as an employee?
<p>Clive had been given a thousand tins of beans to stack in a warehouse. He hadn't been <u>rotored</u> a break for seven hours, nor had he been given training on how to correctly stack shelves. Clive grew tired after six hours, knocked one of the shelves of beans by mistake and they all came crashing down on him. He broke his shoulder.</p>			
<p>Jules had never driven a fork-lift-truck before, but she lied on her CV and said she had. Her employer did not check to see if she had a valid license. On Jule's first day the fork-lift truck got stuck in reverse and collided into a wall with Jules in it.</p>			
<p>Create your own case study:</p>			

Reporting a Concern at Thornden School

- It is important to us that all of you feel safe, happy and belong at Thornden.
- We also know that sometimes it is not as easy as simply telling a member of staff
- It could be:
 - A friend you are worried about
 - Someone being unkind to you
 - Something you have heard and think we should know

How can you report anything you are worried about?

- Speak to a member of staff or parent / carer
- Visit the Well Being Den or Head of Year area
- On Satchel each week you will be sent a link to a form to share any worries you have
- On our school website homepage there is a 'Report a Concern' link.
- In the Student Bulletin there is a 'Report a Concern' link
- On all school desktops there is a 'Report a Concern' logo to click and report anything

Need Support? You're Not Alone



If anything in today's lesson has affected you, or you want to talk to someone, there is help available.

Mental Health & Low Mood

YoungMinds – <https://www.youngminds.org.uk>

Kooth – <https://www.kooth.com>

Mind – <https://www.mind.org.uk>

Talk to Someone

Your Tutor or Head of Year – We're here to help.

Wellbeing Team and School Nurse

Report a Concern on Satchel

Safeguarding Team with the Purple lanyards

Healthy Lifestyle

NHS Every Mind Matters – <https://www.nhs.uk/every-mind-matters>

Change4Life – <https://www.nhs.uk/change4life>

Apps That Can Help

Calm – For mindfulness and sleep.

Headspace – Meditation and stress relief.

Clear Fear – Manage anxiety (designed for young people).

MeeTwo – Anonymously talk to other teens, moderated by experts.

Eating Concerns

Beat Eating Disorders –

<https://www.beateatingdisorders.org.uk>

NHS Live Well – Eating Disorders –

<https://www.nhs.uk/mental-health/conditions/eating-disorders/>