



Do you employ staff?

Do you have difficulty understanding your legal and contractual responsibilities as an employer?

Do employment problems keep you awake at night?

Hassle Free HR - Taking the hassle out of your HR and H&S Management

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Health and Safety

Having a Policy

The legislative and governing bodies for Health and Safety in the workplace are the Health and Safety at Work Act 1974 and the Health and Safety Executive (HSE). The 1974 Act states that an employer must have a Health and Safety Policy once it has five or more employees.

Your Requirements

As a childcare provider and employer you have requirements in relation to fire safety, providing a hygienic environment, ensuring all furniture toys and equipment are child friendly, and that any accidents and injuries are reported to both Ofsted and the parents of any children. You have the responsibility to care for both your employees and children, all of which can be found on the HSE website or in Ofsted's Safeguarding and Welfare Requirements.


What Can Happen If You Don't Comply

An employer who does not comply may find themselves in breach of their duty of care. This means that they could be placing their employees and the children placed in their care in danger. An employer in breach of their duty of care may fall foul of a potential claim. Court cases and Employment Tribunals can cost a company both money and their reputation, which may then lead to further problems.

How Can We Help?

We can carry out a full health and safety risk assessment of your premises, with a feedback report, action plans and appropriate policies and procedures to support you with compliance. If you have any questions about the issues raised in this newsletter, or would like to contact us for more specified information or help, then please don't hesitate to contact us here at Hassle Free HR Ltd.

If you have any queries relating to any of the subjects raised within this newsletter then please don't hesitate to contact us at hradvice@hasslefreehr.co.uk



For clarification of any of the above updates or for advice and guidance on any HR and/or Health and Safety Concerns contact us by emailing hradvice@hasslefreehr.co.uk or by calling 02476 664092.



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