

Guide to UK Health and Safety Law and the Benefits of Using Compliance Genie



Overview of UK Health & Safety Law

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UK health and safety law exists to protect workers, contractors, visitors, and the public from harm caused by work activities. It applies to all businesses, regardless of size or sector.

The legal framework is built on two layers:

01.Primary legislation – The Health and Safety at Work etc. Act 1974 (HSWA)

02. Secondary legislation – Regulations made under the Act (e.g., Management Regulations, RIDDOR, PUWER)

Together, they create a system that requires employers to manage risks in a way that is reasonable, proportionate, and practical.



► The Health and Safety at Work etc. Act 1974 (HSWA)

The HSWA is the foundation of workplace health and safety law in Great Britain.

Key Duties Under the Act

1. Employers must, so far as is reasonably practicable:
2. Protect the health, safety, and welfare of employee
3. Ensure safe systems of work
4. Provide safe equipment and machinery
5. Maintain a safe workplace environment
6. Provide information, instruction, training, and supervision
7. Protect non-employees who may be affected by work activities (e.g., contractors, visitors, the public)



Key Regulations Under the HSWA

Management of Health and Safety at Work Regulations 1999

- ✓ Require employers to carry out risk assessments
- ✓ Implement preventive and protective measures
- ✓ Appoint competent persons
- ✓ Provide training and emergency procedures

RIDDOR (Reporting of Injuries, Diseases and Dangerous Occurrences Regulations)

- ✓ Requires reporting of serious injuries, occupational diseases, and dangerous incidents

PUWER (Provision and Use of Work Equipment Regulations)

- ✓ Ensures work equipment is suitable, safe, maintained, and used by trained people

COSHH (Control of Substances Hazardous to Health Regulations)

- ✓ Requires control of exposure to hazardous substances

Manual Handling Operations Regulations

- ✓ Requires employers to avoid or reduce manual handling risks

Workplace (Health, Safety and Welfare) Regulations

- ✓ Covers ventilation, lighting, cleanliness, temperature, and welfare facilities

PUWER (Provision and Use of Work Equipment Regulations)

- ✓ Ensures work equipment is suitable, safe, maintained, and used by trained people

COSHH (Control of Substances Hazardous to Health Regulations)

- ✓ Requires control of exposure to hazardous substances

These regulations operationalise the HSWA and help employers translate legal duties into practical controls.

What Happens If Companies Do NOT Follow the Law?

Failing to comply with health and safety law can have serious consequences, both legal and operational.



Legal Consequences

- ✓ Criminal prosecution under the HSWA,
- ✓ Fines can reach millions of pounds,
- ✓ Directors and managers can face personal liability,
- ✓ In extreme cases, imprisonment is possible.



Enforcement notices

- ✓ Improvement Notices require changes within a set timeframe,
- ✓ Prohibition Notices stop dangerous activities immediately.



Civil claims

- ✓ Injured workers or members of the public may sue for damages.



Operational Consequences

- ✓ Business disruption due to investigations,
- ✓ Increased insurance premiums,
- ✓ Loss of contracts or clients,
- ✓ Damage to brand and public trust,
- ✓ Reduced staff morale and higher turnover.



Benefits for Compliance Genie



Empower Your Workforce

- ✓ Compliance Genie provides employees and contractors with instant access to the policies, procedures, and safety information they need to work safely and confidently.
- ✓ By ensuring critical compliance resources are always available, organisations can strengthen accountability, improve engagement, and support adherence to internal standards and regulatory requirements.



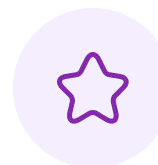
Improving Workplace Health and Safety

- ✓ Creating a strong safety culture is one of the most effective ways to reduce workplace risks and improve compliance.
- ✓ Providing employees with easy access to accurate health and safety information helps them work safely and confidently.
- ✓ By recording incidents, monitoring trends, and analysing data, organisations can identify root causes, implement corrective actions, and continuously improve workplace safety for everyone.



Keep Up To Date and Compliant

- ✓ Health and safety laws and regulations are constantly changing.
- ✓ The Compliance Genie's core sound principles and core functionality allow your systems to evolve inline with the changing regulations, ensuring that all information is always up to date and your company is always compliant.



Key Benefits

- ✓ Digitalise your checklists
- ✓ Instantly deploy RAMs and SOPs and capture sign off
- ✓ Manage induction delivery and equipment access
- ✓ Risk Assessments at Point of Work
- ✓ Give management visibility

How Compliance Genie Helps Companies with HSWA



Helps Achieve Legal Compliance

- ✓ Compliance Genie can support businesses in meeting requirements under the Health and Safety at Work etc. Act 1974 and key regulations such as risk assessments, training management, incident reporting, and equipment compliance.



Reduces Workplace Risk

- ✓ By helping organisations manage health and safety processes consistently, Compliance Genie can contribute to preventing accidents, injuries, and occupational illnesses through better control of workplace risks.



Supports Business Continuity

- ✓ The document highlights that accidents can cause downtime, investigations, and lost productivity.
- ✓ A compliance management solution helps organisations maintain safe operations and minimise disruption



Lowens Financial Exposure

Effective compliance management reduces the likelihood of:

- ✓ Regulatory fines
- ✓ Compensation claims
- ✓ Legal costs
- ✓ Increased insurance premiums
- ✓ This can result in significant cost savings for the organisation



Improves Employee Confidence and Retention

- ✓ Having a system where workers feel valued when employers invest in their safety.
- ✓ Compliance Genie can help demonstrate a proactive commitment to employee wellbeing, supporting morale and retention



Helps Meet Contractual and Insurance Requirements

- ✓ Many clients, contractors, and insurers require proof of health and safety compliance.
- ✓ Compliance Genie can provide a structured way to demonstrate compliance and maintain required documentation.



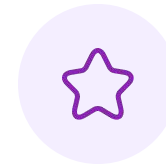
Strengthens Audit and Inspection Readiness

- ✓ Since employers must maintain evidence of compliance, risk assessments, training, and safety controls, Compliance Genie can help centralise records and make them readily available for audits, inspections, clients, and insurers



Reduces Enforcement Risks

- ✓ By helping organisations identify and address compliance gaps, Compliance Genie can reduce the likelihood of:
- ✓ Improvement Notices
- ✓ Prohibition Notices
- ✓ Criminal prosecutions
- ✓ Director or manager liability
- ✓ These are all listed as potential consequences of non-compliance.



Protects Reputation

- ✓ Maintaining strong health and safety performance helps preserve trust with employees, customers, contractors, regulators, and insurers.
- ✓ Compliance Genie supports consistent compliance practices that help protect organisational reputation claims



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