



101.1.4:

& CARPENTRY JOINERY.

Roles and responsibilities.

This book is designed to support your carpentry and joinery studies across the 6219-06 Construction Skills Qualification.



Information
at a glance



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learning



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James Rix



City &
Guilds



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Before you start.

This section introduces the foundation of health and safety responsibilities in construction. Every task on site — from wearing PPE to reporting hazards — is shaped by the **Health and Safety at Work etc. Act 1974 (HASAWA)**.

Before studying this unit, learners should:

- Understand that both **employers and employees** have legal duties.
- Recognise that **safe behaviour** protects everyone on site.
- Be ready to link each responsibility to **real-world carpentry and joinery practice**.
- Know that **training, cooperation, and communication** are key to preventing accidents.

Learning Outcome Overview.

By the end of this unit, learners will be able to:

1. **Explain** the purpose of the Health and Safety at Work etc. Act 1974.
2. **Identify** the main responsibilities of employers and employees in construction.
3. **Describe** how safe systems of work reduce risk.
4. **Demonstrate** correct use of PPE and adherence to site safety rules.
5. **Recognise** unsafe acts and explain how to report or prevent them.

HASAWA.

The responsibilities of employers and employees in the construction industry come directly from the **Health and Safety at Work etc. Act 1974**, the main piece of UK legislation that protects people at work. This law requires employers to create safe working environments, provide proper training, and control risks, while employees must follow safety procedures, use equipment correctly, and avoid behaviour that could cause harm.

Every responsibility on a construction site — from providing PPE to reporting hazards — is shaped by this Act, making it the foundation of modern health and safety practice across the industry.



Health and Safety Law

What you need to know

All workers have a right to work in places where risks to their health and safety are properly controlled. Health and safety is about stopping you getting hurt at work or ill through work. Your employer is responsible for health and safety, but you must help.

 What employers must do for you 1 Decide what could harm you in your job and the precautions to stop it. This is part of risk assessment. 2 In a way you can understand, explain how risks will be controlled and tell you who is responsible for this. 3 Consult and work with you and your health and safety representatives to prevent accidents from happening on the workplace. 4 Tell all things that give you the health and safety training you need to do your job. 5 Tell all things that give you the health and safety training you need to do your job.	 What you must do 6 Provide safety, working facilities and drinking water. 7 Provide adequate first aid facilities. 8 Report major injuries and fatalities to work to our Incident Contact Centre on 0345 300 9002. Report other injuries, illnesses and dangerous incidents online at www.hse.gov.uk. 9 Have insurance that covers you if you are injured at work or ill through work. Display a health and safety certificate of the current insurance certificate where you can easily read it. 10 Work with any other employers or contractors sharing the workplace or providing equipment to ensure health and safety is protected.	 If there's a problem 1 If you are worried about health and safety in your workplace, talk to your employer, supervisor, or health and safety representative. 2 You can also talk to our website for general information about health and safety at work. 3 If you are still worried, you can report a problem to our Health and Safety Helpline on 0345 300 9002. We can also tell you the address of your local enforcing authority for health and safety and the Enforcement Medical Advisory Service (EMAS) website: www.hse.gov.uk.
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Fire safety

You can get advice on fire safety from the Fire and Rescue Services or your workplace fire officer.

Employment rights

Find out more about your employment rights at www.hse.gov.uk.



Health and Safety Executive

Health and Safety Executive (HSE) is the UK's independent regulator for workplace health and safety. It is part of the Department for Business, Energy and Industrial Strategy (BEIS). HSE's role is to prevent work-related death, major injury or illness, and to protect the health and safety of the workforce.

Employer Responsibilities.

Employers in the UK construction industry have a legal duty under the **Health and Safety at Work etc. Act 1974** to protect workers, visitors, and anyone affected by their activities. Their responsibilities focus on creating safe conditions, preventing accidents, and ensuring workers have the right training and equipment.

- **Provide a safe workplace** — Ensure the site is well-organised, hazards are controlled, and safe access/egress is maintained.



- **Provide safety training** — Workers must receive training on equipment, site rules, emergency procedures, and safe working methods.



- **Create and maintain a safety policy** — A written policy outlining how health and safety will be managed across the organisation.



- **Carry out risk assessments** — Identify hazards, evaluate risks, and implement control measures. These must be reviewed regularly.

- **Provide and maintain safe machines and equipment** — Tools, machinery, and plant must be inspected, serviced, and safe to use.



- **Provide Personal Protective Equipment (PPE)** — Employers must supply suitable PPE (helmets, gloves, boots, eye protection, etc.) free of charge.



- **Monitor and enforce safe working practices** — Ensure workers follow rules and intervene when unsafe behaviour is observed.

Employee Responsibilities.

Employees also have legal responsibilities under the **Health and Safety at Work etc. Act 1974**. Their role is to work safely, follow instructions, and support the employer in maintaining a safe site.



- **Not put themselves or others at risk** — Workers must act safely, avoid horseplay, and follow safe systems of work.



- **Co-operate with employers on health and safety matters** — Attend training, follow site rules, report hazards, and participate in safety briefings.



- **Use safety equipment provided by the employer** — PPE must be worn correctly and consistently.



- **Not misuse or interfere with anything provided for health and safety** — Workers must not remove guards, disable alarms, or tamper with equipment.



- **Report defects or hazards immediately** — Faulty tools, damaged PPE, or unsafe conditions must be reported to supervisors.



- **Follow instructions and training** — Workers must use tools and machinery only as trained and authorised.

Practice Test.

Q1: Which law forms the foundation of health and safety responsibilities in UK construction?

- ☐ A) Building Regulations 2010
- ☐ B) Health and Safety at Work etc. Act 1974
- ☐ C) Control of Substances Hazardous to Health (COSHH)

Q2: Employers must provide PPE free of charge to workers.

- ☐ • True
- ☐ • False

Q3: Describe one example of how an employee can cooperate with their employer on health and safety matters.

Glossary of Terms.

Term	Definition
HASAWA (Health and Safety at Work etc. Act 1974)	The main UK law that sets out duties for employers and employees to keep workplaces safe.
PPE (Personal Protective Equipment)	Safety gear such as helmets, gloves, boots, and goggles provided to protect workers from hazards.
Risk Assessment	A process to identify hazards, evaluate risks, and decide on control measures.
Safe System of Work	A planned method of working that reduces risk and ensures tasks are carried out safely.
Hazard	Anything with the potential to cause harm, such as tools, machinery, or unsafe behaviour.
Health and Safety Executive (HSE)	The national body responsible for enforcing health and safety laws in the UK.
Employer Responsibility	Legal duties to provide safe conditions, training, and equipment for workers.
Employee Responsibility	Legal duties to act safely, follow instructions, and report hazards.

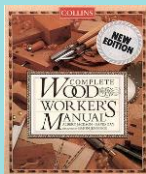
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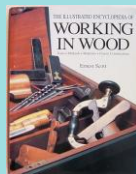
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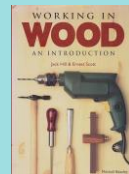
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<https://www.youtube.com/watch?v=QbK8p1tKxYI>

<https://www.youtube.com/watch?v=3vZzvKzI2A>

<https://www.youtube.com/watch?v=5zjzvKzA>



https://www.combepaffordschool.co.uk/_site/data/files/curriculum/work-related-learning/construction/learning-organisers/2024/DC67115973FDAA2AA324548070B4765C.pdf?utm_source=com-pilot.com

<https://qualifications.pearson.com/content/dam/pdf/BTEC-Specialist-Qualifications/Health-and-Safety-in-a-Construction-Environment/Specification-Issue-2.pdf>



<https://www.hse.gov.uk/construction/resources/law.docx>

<https://www.hse.gov.uk/construction/resources/toolboxtalks.docx>

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Other Books in the series.



This series of books accompanies the learning materials developed for the unit 101: Introduction to Health and Safety in Construction. They include:

- 101.1.1: The Importance of Health and Safety in Construction
- 101.1.2: The role of the Health and Safety Executive (HSE)
- 101.1.3: Main Regulations
- 101.1.4: Roles and Responsibilities
- 101.2.1: Common Causes of Accidents in Construction
- 101.2.2: Risk
- 101.2.3: Hazard
- 101.2.4: Risk Assessments
- 101.3.1: Safety Sign Categories
- 101.3.2: Safety Signs
- 101.3.3: COSHH Safety Signs
- 101.4.1: Personal Protective Equipment (PPE)



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