

# Legislation



**Legislation applies to business and individuals.** Advertising, designing products, employing and selling products are all activities affected by different laws.

**Health and safety legislation**

Under the Health and Safety at Work legislation, employers have a duty to take all reasonable care to ensure the wellbeing and safety of their employees. Employers have a legal responsibility to ensure that working environments are safe and that employees are able to understand and are trained to deal with the risks involved in their jobs.

An **employment contract** establishes the rights, responsibilities and duties of an employer and an

A **trademark** is a distinctive design, graphic, logo, symbol, figure, letter words or phrase that uniquely identifies a business and/or its goods or services. The trademark gives its owner the legal rights to prevent the trademark's unauthorised use.



**The National Minimum Wage** is the minimum wage per hour a worker is entitled to in the

**Employment rights**

Establishing workers' rights in regard to their terms and conditions of employment. Employees have to be provided with a written statement of employment within two months of starting employment. Employees are also protected against unfair dismissal.

European legislation also helps protect workers, such as a legal limit on the hours in a working week (maximum of 48 hours), and paid maternity and paternity leave. It is also illegal to discriminate on the grounds of sex, race, age or disability.



**The National Living Wage** is a compulsory minimum wage payable to workers in the United Kingdom aged over 25 which came into effect on 1 April 2016.

A **patent** is a right granted to the owner of an invention that prevents others from making, using, importing or selling the invention without their permission.



**The Equality Act 2010**

Legally protects people from discrimination in the workplace and in wider society. It is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnicity or national origin
- religion, belief or lack of religion/belief
- sex
- sexual orientation

**The Consumer Rights Act 2015** is the major piece of law covering the purchase of goods, services and digital content.

If a consumer buys a product that isn't satisfactory or doesn't match the description etc., they are entitled to return the goods to the retailer and ask for a refund. If the retailer refuses to reimburse the consumer, the consumer can then take court action

**Copyright** laws protect people who have created original pieces of work, and give them rights to control how their work is used by others.