

Guidelines for the Safe Practice of Esoteric Yoga



PREAMBLE

Esoteric Yoga is a modality taught by Universal Medicine, and the Esoteric Practitioners Association Pty Ltd (EPA) is the internal incorporated recognising body for practitioners of the Universal Medicine Therapies.

The EPA guidelines for all EPA-recognised modalities have been written in accordance with current United Kingdom and European Laws, Regulations and Codes of Practice (see Appendix B) in operation at the time of publication, and provide comprehensive guidance for the safety of Esoteric Yoga practitioners and their clients. These laws have been made to protect people from unscrupulous, uncaring or careless practitioners, and to protect staff and clients from employers or practitioners who place profit before the safety of others. As students of the innermost, EPA recognised practitioners have a demonstrated commitment to living and practising with energetic integrity which, as a matter of course, includes practising their esoteric craft with the utmost level of respect and care for the client, their hygiene, safety, and overall wellbeing. Compliance with all applicable laws and regulations is compulsory.

The esoteric healing arts, of which Esoteric Yoga is a part, have a stated respect and appreciation for conventional medicine and the great benefit and assistance it has brought and continues to bring humanity. Practitioners of the esoteric healing arts work closely with practitioners of conventional medicine and see that it is in the combination of the two, that a holistic approach can be offered to the client or patient. Esoteric practitioners do not diagnose and nor do they or any esoteric modality offer a cure. What esoteric practitioners do offer, through the reflection of the way they live, is an opportunity for the client or patient to look underneath the symptoms to the way that they have been living and how this may have contributed to the symptoms they are experiencing. EPA recognised practitioners are able to offer the client the possibility of a different, gentler way of living, through the way that the practitioner themselves lives, which is clearly and comprehensively described in the *EPA Code of Ethics and Conduct*.

EPA recognised practitioners are committed to living with the utmost energetic integrity, and have a deep understanding, which stems naturally from the way they live and practise, of the importance of complying with all Government and local laws, regulations, guidelines and other requirements. These requirements make up a part of what the practitioner undertakes to comply with, in applying for and receiving recognition from the EPA. The requirement to comply with all applicable laws and regulations is spelt out in the EPA Code of Ethics and Conduct, which all practitioners sign on to as a pre-condition to their membership.

All EPA recognised practitioners are responsible for ascertaining and complying, in full, with all relevant laws, regulations and guidelines that are in operation in their area of practice. The EPA provides guidance and a minimum standard of practice, based on legislation and regulatory requirements currently in force in the UK and Europe. However, as the EPA has members in many locations, it is the responsibility of the individual practitioner to ensure that they are complying strictly with all standards in operation in the area(s) in which they practise. There may be requirements that are additional to those contained in these guidelines and other EPA documents. It is a condition of each practitioner's membership with the EPA that they are aware of the requirements in their area of practice, and complies with all such standards, laws and regulations.

By combining a demonstrated and continuing commitment to living with energetic integrity and in accordance with the *EPA Code of Ethics and Conduct*, with the utmost respect for the laws and regulations of the locality in which they practise, EPA recognised practitioners offer clients a true complement (not an alternative) to conventional medicine and, in so doing, create a bridge between life as it is lived by the majority today and the vitality, joy and harmony that are possible to be lived on an everyday basis.

CONTENTS

- 1. INTRODUCTION
- 2. REGISTRATION OF PREMISES
- 3. PREMISES, SUPPLIES AND EQUIPMENT
- 4. HYGIENE AND INFECTION CONTROL PROTOCOL
 - 4.1. Practitioner Hygiene
- 5. CLIENT CARE AND PRACTITIONER PROFESSIONALISM
- 6. CONTRA-INDICATIONS TO ESOTERIC YOGA
 - 6.1. Short Term Contra-indications
 - 6.2. Absolute Contra-indications
- 7. PRACTITIONER SAFETY AND SELF CARE
- 8. FIRST AID
- 9. RECORD KEEPING
- **10. GDPR**
- 11. WASTE DISPOSAL
- 12. REQUIREMENTS FOR MOBILE OPERATORS
- 13. REQUIREMENTS FOR ONLINE OPERATORS
- 14. ADVERTISING
- 15. USEFUL TIPS
- **16.ATTACHMENTS**

Appendix A: Definition of Terms

Appendix B: Links to UK & EU Regulations and other Resources

1. INTRODUCTION

These guidelines are in keeping with the qualities of energetic integrity and energetic responsibility that are the foundation of the Esoteric Practitioners Association. They are based on the principles and precepts laid down in the EPA Code of Ethics and Conduct.

The guidelines have been written in accordance with United Kingdom and European laws (see Appendix B) in operation at the time of publication and provide comprehensive guidance for the safety of Esoteric Yoga practitioners and their clients. It is the responsibility of all EPA members to ascertain and ensure full compliance with the laws and regulations applicable to them.

Esoteric Yoga is presented in group and private sessions. In group sessions there is generally no or very minimal hands on contact with clients. Group sessions are conducted by way of verbal instructions and physical demonstrations where required and clients are guided and supported to move their body with gentleness, conscious presence and awareness as they complete a sequence of everyday movements such as laying down, sitting up, bending the knees and opening and closing the eyes. Physical contact in a group session is minimal and at most would be the placement of an Esoteric Yoga Practitioner's hand on a client's body, in a safe and non-imposing manner, to support clients to feel and adjust their posture or position based on deepening their connection with their body.

In private sessions hands on contact is also at the discretion of the Esoteric Yoga practitioner and is determined by what is going to best support their client. In most private sessions the use of the practitioner's voice is all that is required and no physical contact occurs.

In a group or private session clients are re-connecting to their innate sense of energy, and understanding the relevance of how their movements are influenced by their energetic state of being. From here, the science of stillness is introduced as a marked quality that is in natural harmony to the body's own homeostasis and thus the client is deepening their own connection to move their body in this quality to essentially heal themselves. The sessions allow clients to experience the choice to be consciously present, which is to keep their mind with what they are doing, in this case their movement, and to establish a quality of movement that restores harmony, vitality and well-being.

Esoteric Yoga assists clients who are experiencing a wide range of physical, mental and emotional issues that are causing them discomfort and ill-ease. Esoteric Yoga addresses these issues from the compassionate understanding that these issues are contributed to from the way that the client lives physically, mentally and emotionally. The tenderness and care experienced in a session of Esoteric Yoga can allow the client to feel and connect to a gentler way of being and moving, which can help provide an opportunity for them to make different choices in their daily life. They have the opportunity, in their session to deeply rest, allowing the body to rejuvenate. Symptoms are then addressed by the client them self as the client learns to make responsible and self-loving choices, based on the awareness they gain from their body during an Esoteric Yoga session.

The practitioner of Esoteric Yoga does not diagnose the cause of any condition that the client presents with. Nor do they treat clients presenting with serious diagnosed mental illness. Clients with mental illness are treated with the greatest respect and care, and referred to their general medical practitioner for the appropriate treatment. Guidelines for the management of clients with mental illness are specified in the *EPA Mental Health Policy and Procedures Manual*.

EPA members are also aware that they can consult a member of the EPA Mental Health Advisory team about any new or existing clients with mental health conditions.

The role of the practitioner is to guide participants through the Esoteric Yoga template, providing support, tenderness and care in the instructions of the positions, movements and a way of being with their body that is presented in an Esoteric Yoga session.

Esoteric Yoga is not a replacement nor is it a substitute for medical treatment. The practitioner of this modality works with and alongside the client's medical practitioner to ensure that the client receives the best treatment possible for their condition.

Specific standards and matters which Esoteric Yoga practitioners are required to comply with are outlined in the remainder of these Guidelines, which are mandatory for all EPA recognised Esoteric Yoga practitioners.

2. REGISTRATION OF PREMISES

- 2.1. Registration of premises where Sacred Esoteric Healing is provided is not required in the United Kingdom but maybe required in some European Countries. Therefore it is recommended that you check with your regional authority to see if there are any local requirements to register your premises.
- 2.2. Each local council will have its own set of principles and guidelines. Each practitioner is required to ensure that they make themselves familiar with and adhere to all local requirements, as doing so is a condition of your membership with the EPA.

3. PREMISES, SUPPLIES AND EQUIPMENT

As practitioners, we have a duty of care to ensure the safety and protection of our clients, their accompanying friends or caregivers and ourselves. In conjunction with these guidelines, practitioners are required to read and comply with the EPA Safety Guidelines. It is recommended that all practitioners are aware of *The Health and Safety at Work Act 1974* (see Appendix B), the *European Employment and Social Policy* and the *Health & Social Care Act 2008 - Infection Control* (see Appendix B). These codes provide a uniformly consistent framework to secure the health and safety of all workers and workplaces. Potential hazards and risks in the clinic setting are to be identified and eliminated, or reduced to the full extent possible. Please note that the following points may not apply in a group Esoteric Yoga session and may only apply to private sessions.

The following points are relevant and specific to the practice of Esoteric Yoga, and must be complied with by all EPA recognised Esoteric Yoga practitioners where appropriate:

- 3.1. Ensure that the premises from which you work are clean and hygienic, and that all equipment (heaters, storage shelves, stools and any other equipment) are kept dry and in good working order. Ensure that all electrical equipment, such as heaters, meet prescribed electrical standards.
- 3.2. Alcohol based hand rub is to be available in the treatment room, and should be used before and after each private session. It should have a minimum alcohol content of 70% v/v (see Health & Social Care Act 2008 Infection Control, or Infection Prevention and Control and COVID-19 Appendix B)
- 3.3. Detergent wipes and alcohol wipes for the disinfection of surfaces are to be on hand.
- 3.4. Liquid soap should be available for hand washing. Antimicrobial soap is not required.

- 3.5. Liquid soap containers should be used until empty, then thoroughly washed and dried before refilling. This reduces the risk of contamination of the soap.
- 3.6. Disposable, single-use hand towels or an automatic hand dryer are required. Shared hand towels are not to be used.
- 3.7. A waste disposal bin with a pedal operated lid must be available in the treatment room. It should be lined with plastic and emptied at least daily, or more often as needed.
- 3.8. Do not allow any animals in the treatment room, other than guide dogs for hearing or sight-impaired clients.

4. HYGIENE AND INFECTION CONTROL PROTOCOLS

4.1. Practitioner hygiene

Where hands on contact is made with an Esoteric Yoga client during a group or private session:

- 4.1.1. Hands must be washed before and after every group session or private client.
- 4.1.2. Fingernails are to be kept short and clean.
- 4.1.3. Remove hand and wrist jewellery, such as rings and bracelets, prior to hand washing. Proper hand cleaning cannot be assured when wearing jewellery.
- 4.1.4. If you have an open skin wound on your hand, cover it with a waterproof dressing and ensure that there is no exposure of the wound to the client.
- 4.1.5. The NHS in the UK has created comprehensive guidelines for hand cleaning. (See *NHS Standard Infection Control Precautions* and the *NHS Guidance How to Wash Your Hands* Appendix B). The critical times when hand hygiene should be performed are clearly described. It is recommended that all practitioners and student practitioners take time to study the information on the website and ensure they comply to the guidelines.
- 4.1.6. Hand washing with soap and water is recommended when the hands are visibly soiled. The proper technique for hand washing is described in detail on the *NHS Standard Infection Control Precautions*. (See Appendix B).
- 4.1.7. The use of alcohol based hand rub is recommended for hands that are not visibly soiled. Detailed information on when and how to use alcohol based hand rub is available on the *NHS Standard Infection Control Precautions*. (See Appendix B).
- 4.1.8. Hand care is also covered on the *NHS Standard Infection Control Precautions* (see Appendix B). Our skin is a crucial barrier to infection, so care of our hands has an important part to play both in our protection and in the protection of our clients. Take care of the skin on your hands. Keep your hands well moisturised and avoid excessive washing with soap and water.

5. CLIENT CARE AND PRACTITIONER PROFESSIONALISM

Esoteric Yoga private sessions may involve very minimal placement of the hands on the clothed body of the client. Positions for placement of the hands are at the discretion of the Esoteric Yoga practitioner and at all times, strict standards of respect and professionalism must be observed on the part of the practitioner. Strict avoidance of the breast area in women and the genital area of both men and women is to be observed. There is no occasion on which the practitioner should touch the breast or genital area of the client, and strict accordance with the EPA Code of Ethics and Conduct is to be observed and followed at all times. Contravention of this requirement is taken very seriously by the EPA, and is grounds for revocation of practitioner membership, dismissal from the EPA, or both.

Further standards relating to client care are outlined below.

- 5.1. As the client relaxes, their body temperature may drop, making them feel quite cool. Ensure that they are well covered, and that the treatment room or venue is free of drafts.
- 5.2. Be prepared to assist the client when they are ready to get up at the conclusion of a private session.

6. CONTRA-INDICATIONS TO ESOTERIC YOGA

Esoteric Yoga should not be performed on clients with certain medical conditions. These conditions are known as contra-indications. Some of these conditions are short term in nature and Esoteric Yoga can be performed when complete healing has taken place. Other conditions are chronic and long term in nature and Esoteric Yoga may not be appropriate for clients with these conditions at any time. Make sure you are aware of these conditions, the potential risks they pose, and ask your client about them when taking their medical history.

6.1. Short term contra-indications

- 6.1.1. If you use your hands in a session to support a client with their posture or body connection do not place your hands on open wounds, rashes or other lesions on the client's skin.
- 6.1.2. If you have any doubt about a client's skin condition, do not touch the affected area and refer your client to their medical doctor for diagnosis and treatment of the problem.
- 6.1.3. Take care not to place your hands directly onto any wound of the client.
- 6.1.4. Pregnant clients are to consult their medical doctor prior to beginning Esoteric Yoga sessions. Adjustments to positions can be made for pregnant women throughout the term of their pregnancy such as using a chair and additional cushions for support.

6.2. Absolute contra-indications

6.2.1. Do not provide Esoteric Yoga for clients with untreated medical conditions, such as high blood pressure or diabetes. These clients require medical attention first and foremost. Once medical attention has been sought and treatment commenced, Esoteric Yoga may be provided. The role of Esoteric Yoga (and all esoteric healing modalities) is to support, and be complementary to

- conventional medicine. Esoteric Yoga (as is the case for all esoteric healing modalities) does not offer a cure and it is never a replacement for medical treatment or advice.
- 6.2.2. Do not treat clients with a diagnosed or suspected mental illness. All practitioners are required to be aware of and adhere to the EPA Mental Health Policy and Procedures Policy and to consult a member of the EPA Mental Health Advisory team about any new or existing client with such a condition. In the event of an incident involving a client with a diagnosed or suspected mental illness follow the Mental Health Policy and Procedures Policy including completing the Mental Health Critical Incident Report form should this be required.

7. PRACTITIONER SAFETY AND SELF CARE

- 7.1. It is recommended that practitioners wear closed in shoes with good foot and arch support.
- 7.2. Ensure that your body is comfortably positioned at all times when presenting. Esoteric Yoga supports clients in feeling the hard and disregarding way most people use their bodies, to be given the opportunity to let go of tension and stress, and to feel that a gentler way is possible. Practitioners offer this as a possibility to their clients through the tender and gentle way in which they present, which is a reflection of the way they live themselves. In other words, it is the quality of the life lived by the practitioner (in and outside of the treatment room), and the practitioner's level of self care, that determines the quality of the session offered to the client. Further details are given in the EPA Code of Ethics and Conduct.

8. FIRST AID

- 8.1. Have a first aid kit on hand, in or near your treatment room, or if hiring a venue, ensure that you have access to a first kit. It can include an eye-bath, individually wrapped sterile dressings, scissors, normal saline, adhesive tape, sterile wound dressings, emergency phone numbers and addresses. Esoteric Yoga has a very low risk of causing injury to our clients but accidents, such as tripping, are possible in the treatment room or group venues. To avoid incidents, ensure that the floor of the room is clear of power cords, that the edges of matts do not represent a trip hazard, that walkways are clear at all times, and that there is a clear path of access to and from the treatment table, to avoid tripping incidents.
- 8.2. Ensure that you and your staff are trained in first aid procedures and update this training annually. (see Appendix B Work Health and Safety Regulations).

9. RECORD KEEPING

- 9.1. Client records are to be kept, as described in the *EPA Code of Ethics and Conduct* Appendix 4, the *EPA Client Consent Form* and the *EPA Client Consultation Record*.
- 9.2. Ensure that you obtain the client's consent for the treatment on their first visit, prior to the treatment commencing. If the client has previously signed a consent form with another practitioner at the same clinic ensure that the consent includes Esoteric Yoga and covers all subsequent treatments at the

- clinic (as is the case with the EPA Initial Client Consent Form). Consent is further described in the EPA Client Consent Form Introduction.
- 9.3. Ensure that you use the Client Consent form mentioned above to take a thorough medical history for each client.
- 9.4. Medical history should also include a question on known allergies.
- 9.5. It is important to know if your client is pregnant. Pregnant women should consult with their medical doctor prior to participating in an Esoteric Yoga session.
- 9.6. Update each client's medical history at least annually. Make a note of the dates on which updates have been made.
- 9.7. Keep thorough and comprehensive notes for each treatment session with your clients. This includes the date, the nature of the treatment given and relevant discussions with the client. If you do not have your own recording system, it is recommended that you use the *EPA Client Consultation Record*.
- 9.8. Keep a record book for incidents and accidents relevant to occupational health and safety. All incidents must be recorded on the *EPA Incident Report* (see *EPA Safety Guidelines and Incident Report*, EPA Information Pack 1: General) and reported to the EPA office. You should contact your insurer ASAP if there is any likelihood of a complaint or any possibility of legal action against you.

10. GENERAL DATA PROTECTION REGULATIONS

- 10.1. It is a statutory requirement to ensure you handle your client's data responsibly and implement a Data Protection Policy as laid out in the EPA UK/EU General Data Protection Regulations Policy and Procedures Template.
- 10.2. UK based Practitioners obtain a Data Protection Fee with the ICO (<u>Information Commissioner's office</u>) if you are storing client personal information and European Practitioners consult the <u>European Commission</u> for further information.

11. WASTE DISPOSAL

11.1. The waste generated by Esoteric Yoga is not exposed to body fluids, so can be disposed of in general waste, but all waste should be disposed of in a sealed bin in the treatment room, which should be emptied at least daily.

12. REQUIREMENTS FOR MOBILE OPERATORS

12.1. All of the safety and infection control requirements set out in these Guidelines apply equally to practitioners working from home or a clinic, as well as to those providing services outside of regular treatment premises.

12.2. Permission from the local council may be required before providing Esoteric Yoga in areas outside normal treatment premises such as a private clinic or hired venue. Please make enquiries with the local council in the areas where you intend to provide Esoteric Yoga.

13. REQUIREMENTS FOR ONLINE OPERATORS

- 13.1. As Esoteric Yoga can be presented online to clients located in various locations, ensure that prior to participating in a session all clients complete an EPA Client Consent Form, Medical History form and that medical history is updated at least annually. The Client Consent Form informs clients that they are participating in the class at their own risk and should they be pregnant, have an injury, disease, disability, mental health or any other concern that they are to consult their General Practitioner or other Healthcare provider before they participate in an Esoteric Yoga session.
- 13.2. Prior to the commencement of an online class it is essential that all practitioners instruct their clients to ensure that the area/space they are using is safe, free of obstacles and that all heating and equipment is being safely used.

14. ADVERTISING

- 14.1. Advertising Standards in the UK are self-regulated. The Advertising Standards Authority (ASA) states it is the UK's independent advertising regulator that enforces the <u>Codes of Advertising Practice</u>. Whilst holding no legal power, the ASA maintains a public blacklist of practitioners who do not comply, such cases include online public claims about the benefits a treatment without scientific evidence based research. For repeated offences or refusal to comply, the ASA can refer the case to the National Trading Standards, who are able to pursue criminal prosecution if warranted. Non-compliance risks public blacklisting and potential prosecution.
- 14.2. For a fee, UK based Practitioners, Clinics and Professional Associations can apply to the GRCCT (General Regulatory Council for Complementary Therapies) to have their website and online advertising assessed. The GRCCT Unique Certification Mark means your advertising meets stringent industry and legal requirements of the profession. Certification is valid for a period of one year and is subject to random audit.
- 14.3. European members can refer to the <u>European Advertising Standards Alliance</u> for Self Regulatory Advertising and the <u>International Chamber of Commerce</u> for more information.

15. USEFUL TIPS

- Contact your Local Authority for the most up-to date local regulatory requirements.
- Ensure you are up to date with the current news and developments in your industry and area of practice.
- Contact the EPA to connect with a member who has experience setting up in your region.
- Visit <u>UK Health & Safety Tool Kit</u> for more information on Health & Safety in the Workplace.
- Visit EU Minimum Health & Safety Requirements for European Health & Safety standards.

16. ATTACHMENTS

APPENDIX A: Definition of Terms

APPENDIX B: Links to UK Legislation and Other Resources

APPENDIX A: Definition of Terms

Alcohol based hand rub. An alcohol based liquid, foam or gel used to reduce the number of viable microorganisms on the hands of the practitioner.

Alcohol wipes. A disposable wipe that holds alcohol, used to clean non-soiled surfaces between client sessions.

Body fluids. Any substance secreted by the body. It includes blood, tears, respiratory secretions, gastric secretions, vomit, urine and faeces.

Cleaning. The removal of soil and a reduction in the number of micro-organisms from a surface. It is achieved by washing with detergent.

Contamination. The act or process of an instrument or surface being exposed to potentially harmful agents, rendering that instrument or surface unclean. For example, when a towel, pillow cover or face piece has bodily fluid on it, such as tears or mucous, it is regarded as contaminated.

Contaminated waste. Waste that has been in contact with any body fluid.

Contraindication. A factor, symptom or condition that makes a particular treatment inadvisable.

Cross-contamination. The act or process by which potentially harmful agents are transferred from a contaminated object to a clean or sterile surface or object.

Detergent. A substance that enhances the cleaning action of water or another liquid.

Detergent wipes. Disposable detergent-containing wipes for the cleaning of lightly soiled, shared patient equipment.

Disinfectant. An agent intended to destroy or remove pathogenic organisms. It does not usually destroy bacterial spores.

Disinfection. The inactivation of non-spore forming micro-organisms using thermal (i.e. heat) or chemical means.

Micro-organism. A single celled organism, including bacteria, viruses and fungi. They live on all surfaces and are capable of invading and growing within other organisms.

Pathogen. Any micro-organism capable of causing illness or disease.

Practitioner. The person who carries out healing for a client, not necessarily for gain or reward.

Zone of contamination. A designated area for the placement of items used in patient treatment.

APPENDIX B: Links to UK & EU Legislation and Other Resources

UK Links

Working Safely during Coronavirus (COVID-19) - https://www.gov.uk/guidance/working-safely-during-coronavirus-covid-19

Sector Strategies - Beauty HSE - https://www.hse.gov.uk/aboutus/strategiesandplans/sector-strategies/beauty.htm

NHS Guidance - How to Wash Your Hands - https://www.nhs.uk/live-well/healthy-body/best-way-to-wash-your-hands/

NHS Standard Infection Control Precautions: National hand hygiene and personal protective equipment policy - https:// https://">https:// https:// https://">https://">https://">https://">https://">ht

Health & Social Care Act 2008 - Infection Control - <u>www.gov.uk/government/uploads/system/uploads/attachment_data/file/449049/Code_of_practice_280715_acc.pdf</u>

The Health and Safety at Work Act 1974 - https://www.hse.gov.uk/simple-health-safety/index.htm and https://www.hse.gov.uk/simple-health-safety/index.htm

This Act sets out the general duties, which employers have towards employees and members of the public, and which employees have to themselves and to each other and this forms the basis for British Health and Safety Law.

The Management of Health and Safety at Work Regulations 1999 (the Management Regulations) sets out what employers are required to do to manage health and safety of their employers under the Health and Safety at Work Act - https://www.hse.gov.uk/workers/index.htm

Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995 (RIDDOR)

While the risk of serious injury and/or infection during the treatment on your premises is very rare, should an incident occur that requires hospitalisation of the person involved or there are evident signs of a serious disease, the Practitioner has a duty to report the incident to RIDDOR - https://www.hse.gov.uk/riddor/

Electricity at Work Regulations 1989 - https://www.hse.gov.uk/pUbns/priced/https://www.hse.gov.uk/pUbns/priced/https://www.hse.gov.uk/toolbox/electrical.htm and <a href="https://www.hse.gov.uk/pUbns/priced/https://www.hse.gov.uk/pUbns/priced/https://www.hse.gov.uk/pubns/priced/https://www.hs

Management of Healthcare Waste - http://www.legislation.gov.uk/uksi/1992/588/contents/made and https://www.hse.gov.uk/ healthcare-waste.htm

Provision and Use of Work Equipment 1998 - http://www.hse.gov.uk/pubns/indg291.pdf

Equality Act 2010 - https://www.gov.uk/guidance/equality-act-2010-guidance

EU Links

Working Safely during Coronavirus (COVID-19) - https://www.ecdc.europa.eu/en/publications-data/infection-prevention-and-control-and-preparedness-covid-19-healthcare-settings

European Agency for Safety and Health at Work - https://osha.europa.eu/en/legislation/guidelines/osh framework directive

Employment and Social Policy - https://eur-lex.europa.eu/summary/chapter/employment and social policy.html? root default=SUM 1 CODED%3D17,SUM 2 CODED%3D1713&locale=en

Infection Prevention and Control and COVID-19 - https://www.ecdc.europa.eu/en/publications-data/infection-prevention-and-control-and-preparedness-covid-19-healthcare-settings

Europa.eu Business - https://europa.eu/youreurope/business/dealing-with-customers/data-protection/data-protection-gdpr/index en.htm

International Links

World Health Organisation Covid-19 Advice for Public - https://www.who.int/emergencies/diseases/novel-coronavirus-2019/ advice-for-public

World Health Organisation Cleaning and disinfection of environmental surfaces in the context of Covid-19 - https://www.who.int/publications/i/item/cleaning-and-disinfection-of-environmental-surfaces-inthe-context-of-covid-19

Centres for Disease Control and Prevention, Hand Hygiene - https://www.cdc.gov/handhygiene/providers/guideline.html