



Deregulation Act 2015

2015 CHAPTER 20

Measures affecting the workplace: general

7 Requirements to wear safety helmets: exemption for Sikhs: Northern Ireland

- (1) Article 13 of the Employment (Miscellaneous Provisions) (Northern Ireland) Order 1990 (S.I. 1990/246) is amended in accordance with subsections (2) to (8).
- (2) In paragraph (1), for “on a construction site” substitute “at a workplace”.
- (3) In paragraph (2), in sub-paragraph (a), for “on a construction site” substitute “at a workplace”.
- (4) In paragraph (5), in the opening words, for “on a construction site” substitute “at a workplace”.
- (5) After paragraph (6) insert—
 - “(6A) This Article does not apply to a Sikh who—
 - (a) works, or is training to work, in an occupation that involves (to any extent) providing an urgent response to fire, riot or other hazardous situations, and
 - (b) is at the workplace—
 - (i) to provide such a response in circumstances where the wearing of a safety helmet is necessary to protect the Sikh from a risk of injury, or
 - (ii) to receive training in how to provide such a response in circumstances of that kind.
- (6B) This Article also does not apply to a Sikh who—
 - (a) is a member of Her Majesty’s forces or a person providing support to Her Majesty’s forces, and
 - (b) is at the workplace—

Status: This is the original version (as it was originally enacted).

- (i) to take part in a military operation in circumstances where the wearing of a safety helmet is necessary to protect the Sikh from a risk of injury, or
 - (ii) to receive training in how to take part in such an operation in circumstances of that kind.”
- (6) In paragraph (7)—
 - (a) omit the definitions of “building operations”, “works of engineering construction” and “construction site”;
 - (b) before the definition of “injury”, insert—

““Her Majesty’s forces” has the same meaning as in the Armed Forces Act 2006;”;
 - (c) at the end insert—

““workplace” means any premises where work is being undertaken, including premises occupied or normally occupied as a private dwelling; and “premises” includes any place and, in particular, includes—

 - (a) any vehicle, vessel, aircraft or hovercraft,
 - (b) any installation (including a floating installation or one resting on the seabed or its subsoil or on other land covered with water or its subsoil), and
 - (c) any tent or moveable structure.”
- (7) In paragraph (8), in sub-paragraph (b), for “on a construction site” substitute “at a workplace”.
- (8) In the heading, for “on construction sites” substitute “at workplaces”.
- (9) Article 13A of that Order (protection of Sikhs from racial discrimination in connection with requirements as to wearing of safety helmets) is amended as follows.
- (10) In paragraph (1)—
 - (a) in sub-paragraph (a), for “on a construction site” substitute “at a workplace”;
 - (b) in sub-paragraph (b), for “on such a site” substitute “at such a workplace”.
- (11) In paragraph (3), for “Paragraphs (7) and (8)” substitute “Paragraphs (6A) to (8)”.