



HEALTH AND SAFETY FOR TEMPORARY THOROUGHBRED SALES STAFF (UK)

The health, safety, and welfare of all staff, clients, and horses is a top priority during Thoroughbred sales. The use of temporary sales staff can introduce additional hazards due to the unfamiliarity of the handler with the horses and the sales environment.

Anyone engaging temporary sales staff has legal responsibilities under the Health and Safety at Work etc. Act 1974 and associated legislation to ensure, so far as is reasonably practicable, the health, safety and welfare of all employees, temporary staff, contractors, visitors and members of the public. Temporary staff are expected to take reasonable care of their own safety and that of others, and to follow all health and safety procedures at all times while on site.

General employer's health, safety and welfare duties

- **Providing a safe working environment:** Including sales rings, stables, walkways, offices and public areas; ensuring safe access to and egress from all work areas; and managing risks arising from site layout, horse movement, vehicle traffic and public interaction.
- **Risk assessment and control measures:** Carrying out suitable and sufficient risk assessments for activities undertaken during the sales; implementing control measures to reduce identified risks; and reviewing and updating risk assessments as conditions or activities change.
- **Information, instruction and training:** Providing appropriate health, safety and welfare information and instructions to temporary staff; ensuring staff receive suitable induction and site-specific safety briefings; and ensuring only competent and authorised persons carry out high-risk activities, including horse handling.
- **Equipment and Personal Protective Equipment (PPE):** Providing and maintaining work equipment that is safe and fit for purpose; providing suitable PPE where required by risk assessment; and ensuring PPE is maintained and replaced as necessary
- **Welfare facilities:** Ensuring that adequate welfare facilities are available. This includes toilets, drinking water and rest areas.
- **Accident reporting and emergency arrangements:** Maintaining procedures for reporting and recording accidents, incidents and near misses; carrying out investigations and taking appropriate corrective action; and ensuring fire safety and emergency arrangements are communicated to staff.
- **Monitoring and supervision:** Providing appropriate supervision to ensure safe systems of work are followed; monitoring compliance with health and safety procedures; taking action where unsafe behaviour or conditions are identified.

General health, safety and welfare responsibilities of temporary staff

All temporary staff must:

- Follow instructions given by employers /supervisors, sales officials, and security personnel.
- Comply with site rules, risk assessments, and safety signage.
- Use equipment and facilities only for their intended purpose.
- Report hazards, near misses, accidents, or injuries immediately.

Failure to follow health and safety procedures may result in removal from duties.

Working around horses

Thoroughbreds are powerful, unpredictable animals and pose inherent risks.

- Only handle horses if authorised, competent and trained to do so.
- Always remain alert and avoid sudden movements or loud noises.
- Keep a safe distance from horses unless your role requires close contact.
- Never stand directly behind a horse.
- Follow established horse movement routes and obey steward instructions.

Personal Protective Equipment (PPE)

Where required, appropriate PPE must be worn at all times, including:

- Sturdy, closed-toe footwear (preferably safety boots).
- High-visibility clothing where instructed.
- Helmets or gloves for designated roles.

Staff are responsible for wearing PPE correctly and reporting any defects.

Manual handling

Sales environments involve lifting and moving equipment such as signage, barriers, and supplies.

- Use safe lifting techniques at all times.
- Do not lift heavy or awkward items alone—ask for assistance.
- Use mechanical aids where available.

Slips, trips, and falls

Temporary staff must take extra care due to uneven surfaces, wet conditions, and high footfall.

- Keep walkways clear of obstacles.
- Clean up spills where safe to do so, or report them immediately.
- Wear suitable footwear for indoor and outdoor conditions.

Fire safety and emergencies

- Familiarise yourself with fire exits, assembly points, and alarm procedures.
- Do not block emergency exits or access routes.
- In an emergency, follow instructions from sales management and emergency services.

Accident and incident reporting

All accidents, injuries, near misses, or unsafe conditions—no matter how minor—must be reported immediately to your employer/supervisor or the sales office so they can be recorded and investigated.

Fitness for work

Temporary staff must be fit for duty at all times.

- Do not work under the influence of alcohol, drugs, or medication that may impair safety.
- Inform your employer/supervisor if you feel unwell, fatigued, or unable to perform your role safely.

Useful links

Link to [Hiring Short Term Staff for Sales Periods](#)

This information and draft documentation is provided by the TBA as a guide to members and does not constitute legal or other professional advice. It is not a substitute for individual legal advice and members are recommended to seek advice on their own circumstances from a specialist health and safety advisor. The TBA does not accept liability for any loss sustained by members in reliance on the information published on this website.

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