



## BRIEFING PAPER

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# Coronavirus: Business re-opening

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1. Lifting the lockdown:  
business re-opening
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## Summary

**This is a fast-moving area and the paper should be read as correct at the time of publication (06.08.2020).**

In late March 2020, the UK Government and the administrations in Scotland, Wales and Northern Ireland each imposed 'lockdowns' in order to control the spread of coronavirus. Lockdown measures included restrictions on movement and gatherings and the closing of many businesses. The lockdown rules were implemented through a combination of legislation and guidance. As the reproduction rate of coronavirus has decreased across the UK, these rules have steadily been lifted.

As public health is a devolved matter and each of the four nations in the UK have separate lockdown regulations and guidance, businesses are re-opening at different times and in different ways.

This paper outlines which businesses are required to close and which can re-open. It also considers what steps businesses must take to re-open safely.

The issue of returning to work and the circumstances in which workers can refuse to do so is covered in a separate Library Briefing, [Coronavirus: Returning to work \(CBP-8916\)](#).

### **Which businesses are allowed to open?**

Each of the four lockdown regulations initially operated in broadly the same way:

- Food businesses (e.g. restaurants; bars) were required to close except for takeaways;
- Many listed businesses (e.g. cinemas; hairdressers) were required to close entirely;
- All retailers not listed in the legislation were required to close except for processing online or telephone orders; and
- Specified businesses (e.g. hotels; community centres) were required to close except for carrying out certain permitted activities.

Whether a business can re-open will depend on whether the relevant rules have been lifted in the part of the UK in which the business operates. These rules are being lifted at different rates in different locations by the authorities involved. In England and Scotland, local lockdowns have also been imposed.

### **What steps must businesses take to open safely?**

Even if a business is legally permitted to open, it also has an obligation to do so safely.

Businesses owe a range of legal obligations towards their employees as well as to visitors, customers and anyone else on their premises or affected by their activities. The obligations arise under health and safety law, occupier's liability law and the law on negligence.

The UK Government has published guides for twelve sectors outlining steps businesses should take to re-open safely. These are based on '5 steps to working safely', including implementing hygiene policies and maintaining social distancing. In England, the guidance on 2m social distancing has been changed to '1m with mitigations, if 2m is not viable'.

This is only guidance and ultimately it is for each employer to undertake its own risk assessment. However, failure to follow the guidance would be a strong indication of an employer breaching its legal obligations, exposing it to potential criminal or civil liability.

# 1. Lifting the lockdown: business re-opening

## 1.1 How can I check if a particular business can reopen?

To quickly identify whether a specific business is permitted to reopen and in what way, the businesses should refer to the relevant guidance of the nation in which they operate:

**England:** The UK Government has a [list of businesses in England that can re-open and those that must remain closed](#).

**Scotland:** The Scottish Government has a [list of businesses in Scotland that can re-open and those that must remain closed](#).

**Wales:** The Welsh Government has a [list of businesses in Wales that can re-open and those that must remain closed](#).

**Northern Ireland:** The Northern Ireland Executive has published a [full timeline of businesses that have been re-opened](#), as well as businesses that will and may be re-opened in the future.

Full detail about the rules on businesses reopening is set out below.

## 1.2 Overview: the lockdown regulations

On 23 March 2020, the Prime Minister, and the leaders of the devolved administrations in Scotland, Wales and Northern Ireland, announced that the UK would be entering into a 'lockdown' to combat the spread of coronavirus. The Prime Minister said that one of the measures that would be taken to implement the lockdown would be the closure of businesses across a range of different sectors. Other measures included the restriction of movement and the prohibition of gatherings.

On 26 March, the [Health Protection \(Coronavirus, Restrictions\) \(England\) Regulations 2020](#) were made, setting out the rules of the lockdown in England. As public health is a devolved matter, equivalent legislation was made in [Scotland](#), [Wales](#) and [Northern Ireland](#).<sup>1</sup> When first enacted, the four lockdown regulations were broadly similar but differences have developed over time as the lockdowns have been lifted in different ways and at a different pace.

On business closures the provisions in the four lockdown regulations operated in very similar ways. Each of the four regulations required the following:

- Businesses listed in part of a Schedule (e.g. restaurants; cafes) to cease selling food and drink except for consumption off premises;
- Businesses listed in parts of a Schedule (e.g. cinemas; hairdressers) to close their premises entirely;

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<sup>1</sup> [SSI 2020/103](#) (Scot); [WSI 2020/353 \(W.80\)](#) (Wales); [NISR 2020/55](#) (NI)

- All retailers not listed in part of a Schedule to close their premises except for processing and delivering remote orders (e.g. online or telephone orders);
- Specified businesses (e.g. hotels; crematoriums) to close their premises except for carrying out certain permitted activities.

The range of businesses required to close under the four regulations was effectively the same (see table below).

It is a criminal offence to fail to cease operating or close a premises in accordance with the respective regulations.

Alongside the lockdown regulations the UK Government published [guidance on business closures](#), as did the [Scottish](#), [Welsh](#) and [Northern Ireland](#) administrations. In some cases the guidance simply provided a list of businesses that were legally required to close. However, in other cases the guidance went further. For example, the Scottish Government guidance said that all businesses should close their premises for non-essential services, even if they were not legally required to do so.

Further background on the lockdown regulations can be found in the Library Briefing, [Coronavirus: the lockdown laws \(CBP-8875\)](#).

Businesses that were subject to closure in the lockdown regulations (March 2020)*		
1. Restaurants <sup>1</sup>	10. Museums <sup>2</sup>	19. Funfairs <sup>2</sup>
2. Cafes <sup>1</sup>	11. Casinos <sup>2</sup>	20. Playgrounds etc. <sup>2</sup>
3. Bars <sup>1</sup>	12. Betting shops <sup>2</sup>	21. Outdoor markets <sup>2</sup>
4. Public houses <sup>1</sup>	13. Spas <sup>2</sup>	22. Car showrooms <sup>2</sup>
5. Cinemas <sup>2</sup>	14. Beauty salons etc. <sup>2</sup>	23. Auction houses <sup>2</sup>
6. Theatres <sup>2</sup>	15. Massage parlour <sup>2</sup>	24. Non-listed retailers <sup>3</sup>
7. Nightclubs <sup>2</sup>	16. Tattoo and piercing <sup>2</sup>	25. Libraries <sup>3</sup>
8. Bingo halls <sup>2</sup>	17. Skating rinks <sup>2</sup>	26. Hotels <sup>4</sup>
9. Concert halls <sup>2</sup>	18. Indoor gyms etc. <sup>2</sup>	27. Community centres <sup>4</sup>

<sup>1</sup> Close except for take-away / delivery  
<sup>2</sup> Close entirely (limited exceptions)  
<sup>3</sup> Close except for processing online orders  
<sup>4</sup> Close except for permitted activities

\* Simplified version of the rules that applied under the four lockdown regulations as enacted.

### 1.3 Re-opening strategies

On 11 May 2020, the UK Government published its [Covid-19 Recovery Strategy](#). This set out a phased three-step approach to lifting lockdown restrictions in England. The [Scottish](#), [Welsh](#) and [Northern Ireland](#) administrations have each published (and then updated) their own recovery strategies. The Scottish and Northern Ireland strategies consist of five phases and the Welsh strategy set out a 'traffic light' system.

In each of the four parts of the United Kingdom, this has led to modification of both the lockdown regulations and the government's guidance for different business sectors.

## 1.4 England

Changes to the lockdown regulations in England have allowed businesses to re-open on a rolling timetable.

### Re-openings in May and June 2020

Business re-openings in May and June of 2020 in England notably included:

#### **13 May 2020**

Garden centres and outdoor sports courts could re-open.

#### **1 June 2020**

Outdoor markets, car showrooms and certain sports venues (e.g. golf courses; archery venues) could re-open.

Social clubs, botanical gardens, heritage sites, zoos, aquariums and wildlife centres were *added* to the list of businesses required to close.

Hotels could re-open to elite athletes.

#### **15 June 2020**

Non-essential retailers not already listed in the legislation could re-open. Betting shops, drive-in cinemas, outdoor areas in zoos and auction houses could also re-open.

Community centres could host indoor markets.

### Re-openings in July 2020

On 23 June, the Prime Minister [announced a wide range of re-openings](#) from 4 July. The changes were part of a wholesale replacement of the lockdown regulations and were accompanied by a number of new working safely guides.

A number of other restrictions were also lifted throughout the month.

#### **4 July 2020**

Restaurants, pubs and other businesses serving food and drink for consumption on the premises could re-open. Guidance suggested that there should be minimal staff / customer contact and businesses were asked to collect customer details for the NHS Test and Trace system.

Hairdressers could re-open, but needed to take appropriate precautions (e.g. wearing plastic visors).

Hotels, Bed and Breakfasts and other accommodation services could re-open.



Outdoor gyms and playgrounds, cinemas, museums, galleries, theme parks, arcades, libraries, social clubs and community centres could re-open.

### **11 July 2020**

Outdoor swimming pools and water parks could re-open but indoor ones remained closed.

Outdoor performances in front of a live audience could now take place.

Indoor rehearsals were permitted in COVID-19 Secure venues.

Indoor rehearsals and performances for broadcast could only happen where no audience is present.

Some “smaller-scale indoor performances” could also be piloted in COVID-19 Secure venues once approved by the government.

### **13 July 2020**

Close contact services including nail bars, salons, tanning booths, spas, massage parlours, tattoo parlours and body piercing studios could re-open.

However, only services that avoided work in the “highest risk zone – directly in front of the face” could be made available to clients. The government has further specific guidance on [close contact services](#).

### **25 July 2020**

Sporting facilities and venues, including indoor gyms, fitness and dance studios, swimming pools and water parks provisionally could re-open.

Sector-specific guidance [on the re-opening of grassroots sports facilities](#) is also available.

## **Further anticipated re-openings**

On 24 July, the UK Government published details of the [‘next chapter’ of the UK’s Covid-19 recovery strategy](#). This set out anticipated re-openings between August and October 2020.

However, on 31 July, the Prime Minister announced that re-openings expected on 1 August had to be postponed until at least 15 August.

As such, the following re-openings are now anticipated:

### **From 15 August 2020**

Bowling alleys, skating rinks and casinos could re-open.

Conference and exhibition centres can also re-open to enable pilots for business events to take place, but they should not be re-opening fully.

Indoor performances to a live audience will be permitted again, subject to the success of ongoing pilots.

Pilots of large events in sports stadia and business conferences will be permitted.

Small wedding receptions with sit-down meals for no more than 30 people will be allowed.

All remaining close contact services, such as facial treatments and make-up application can restart.

**From 1 September 2020**

Education settings such as schools, nurseries, colleges and universities are to re-open as fully as possible.

**From 1 October 2020**

If prevalence remains around or below current levels audiences will be allowed to return in stadiums and conferences and other business events will be allowed to recommence.

## 1.5 Scotland

In Scotland, business closures had been brought in through two different means: the lockdown regulations and restrictive guidance. As noted above, the [lockdown regulations](#) themselves closed most of the same businesses that were closed in the rest of the UK. However, the Scottish Government's guidance also [required all businesses to close except for providing essential services](#). Essential services were defined by reference to 13 'critical national infrastructure' sectors. This included energy, communications, transport, food, water and waste, among others.

As such, business re-opening in Scotland has taken the form of both lifting the legal restrictions and relaxing the guidance.

### Re-openings in April-June 2020

Initial changes to the lockdown rules affecting business closures in Scotland took place as follows:

**21 April 2020**

Law amended so that livestock markets and auctions could re-open.

**29 May 2020**

Law amended so that garden centres and outdoor sports courts (e.g. tennis; bowls) could re-open.

Guidance amended so that all outdoor workplaces (e.g. construction; horticulture) could resume.

**18 June 2020**

Law amended so that businesses subject to full closure (e.g. cinemas) could begin taking steps to prepare their businesses for safe re-opening.

**29 June 2020**



Law amended so that all non-essential retailers not already listed in the legislation could re-open. Betting shops, playgrounds, sports courts, outdoor markets and car showrooms can also all re-open.

Guidance amended so that all indoor non-office-based workplaces (e.g. factories; labs) could re-open.

## Re-openings in July-August 2020

Further changes in Scotland took effect as follows:

### **3 July 2020**

Self-catering accommodation could re-open.

### **6 July 2020**

Outdoor hospitality could re-open.

### **13 July 2020**

Non-essential retailers in indoor shopping centres could re-open. Dental practices could re-open, but could not yet carry out aerosol procedures (ruling out most fillings, crown preparations and treatments involving a water spray).

### **15 July 2020**

Holiday accommodation, indoor hospitality, hairdressers, museums, galleries, cinemas, childcare providers and places of worship could re-open.

### **22 July 2020**

Beauticians and nail salons could re-open with enhanced hygiene measures. Motorcycle instruction and theory/hazard tests and tractor tests could resume.

### **3 August 2020**

Community centres could re-open for all activities.

The [latest guidance for businesses](#) says that all businesses not legally required to close can re-open. However, businesses are advised to consider whether their activities are safe and essential to the effort against coronavirus.

## Further anticipated re-openings

On 30 July the Scottish Government published [further indicative dates for business re-openings](#) in Phase 3 of its recovery plan. They include:

### **24 August 2020**

Bingo and snooker halls and indoor bowling expected to re-open.

Live outdoor events with expected to resume with restrictions.

Funfairs, amusement arcades, casinos expected to re-open.

Organised outdoor contact sport for all ages expected to resume.

Driving lessons expected to resume.

### **14 September 2020**

Indoor gyms, pools and sport courts expected to re-open.

Soft play areas expected to re-open.

Indoor live events expected to resume with restrictions.

Theatres, live music halls and other indoor entertainment expected to re-open.

Limited re-opening of stadiums is expected.

## **1.6 Wales**

The Welsh Government has amended its [lockdown regulations](#) a number of times.

The Welsh Government has a [list of businesses that can re-open and those that must remain closed](#). As in Scotland, the Wales has legislated to require businesses re-opening to take all reasonable steps to maintain 2m social distancing.<sup>2</sup>

### **Re-openings in April-June 2020**

Changes to the rules on business closures took effect as follows:

#### **7 April 2020**

Livestock markets and auctions could re-open.

#### **11 May 2020**

Garden centres and libraries could re-open.

#### **22 June 2020**

Non-essential retailers not already listed in the legislation could re-open. Betting shops, sports courts, outdoor markets and car showrooms could also re-open.

### **Re-openings in July-August 2020**

Further changes in Wales took effect as follows:

#### **6 July 2020**

Outdoor visitor attractions could re-open, but indoor attractions remained closed.

#### **13 July 2020**

Pubs, bars, cafes and restaurants could re-open in outdoor areas.

Hairdressers and barbers could re-open.

#### **20 July 2020**

Playgrounds, funfairs and community centres could re-open.

#### **25 July 2020**

Campsites could re-open.

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<sup>2</sup> Reg. 6 [WSI 2020/353 \(W.80\)](#)

### **27 July 2020**

Cinemas, museums, galleries, and beauty and tattoo parlours could re-open.

### **3 August 2020**

Pubs, bars, cafes and restaurants could re-open.

Bingo halls, bowling alleys and auction houses could re-open.

No further business re-openings have been announced at this stage. The Welsh Government [reviews its lockdown restrictions every 21 days](#).

## **1.7 Northern Ireland**

The Northern Ireland Executive has amended its [lockdown regulations](#) several times. It has also published a [full timeline of businesses that have been re-opened](#), as well as businesses that will and may be re-opened in the future. As with the other administrations, it has also published a [range of guidance for business re-opening and re-opening safely](#).

### **Re-openings in May-June 2020**

Northern Ireland initially went further than the rest of the UK in terms of business re-opening. Amendments to regulations permitting businesses to re-open often restricted how their businesses could operate. The rules were therefore more complex than in other parts of the UK. Changes to the rules on business closures took effect as follows:

#### **15 May 2020**

Garden centres and livestock markets could re-open.

#### **21 May 2020**

Drive-in cinemas could re-open.

#### **8 June 2020**

Car, motorhome and caravan retailers, retailers of agricultural machinery, animal care services, car showrooms and outdoor playgrounds could re-open.

Retailers of various home equipment (electrical; furniture; computers; carpets; audio equipment etc.) could re-open if their premises has street access or they operate out of a retail park.

#### **12 June 2020**

Non-essential retailers not already listed in the legislation could re-open. Outdoor markets and auction houses could re-open.

#### **26 June 2020**

Certain self-contained accommodation businesses (e.g. hotels; self-catered accommodation) could re-open.

### **Re-openings in July 2020**

The Northern Ireland Department of Health has made further regulations setting-out business re-openings throughout July as follows:

### **3 July 2020**

Various parts of the hospitality sector could re-open, including hotels and guesthouses, restaurants and cafes and visitor attractions.

### **6 July 2020**

Nail, beauty, hair salons and barbers and tanning services, electrolysis or acupuncture, spas, massage parlours, tattoo and piercing parlours could re-open. Thermal treatment aspects of spas remained prohibited (e.g. saunas, steam rooms, hydrotherapy pools and cold and ice rooms).

### **10 July 2020**

Indoor fitness studios and gyms, outdoor leisure playgrounds, courts and gyms, and cinemas, bingo halls and amusement arcades could re-open.

### **16 July 2020**

Libraries could re-open.

### **17 July 2020**

Indoor leisure centres could re-open, including skating rinks and soft play areas. Swimming pools remained closed.

### **24 July 2020**

Community centres and halls, swimming pools in leisure centres, hotels and private facilities, bowling alleys and indoor and outdoor funfairs could re-open.

Wet treatments in spas, such as saunas, steam rooms and hydrotherapy pools could resume.

Spectators were permitted to attend outdoor competitive games with numbers determined by the venue in line with public health advice.

## **Further anticipated re-openings**

It is anticipated, though has not yet been legislated for, that the following re-openings can take place between late July and the month of August 2020:

### **7 August 2020**

Soft play areas are expected to re-open.

### **10 August 2020**

Indoor pubs and bars selling only drink (wet bars) can re-open.

### **28 August 2020**

Socially distanced indoor spectators will be allowed into venues.

Other businesses do not currently have a provisional re-opening date. Full details can be found in the Northern Ireland Executive's [timeline for business re-opening](#).

## 2. Local Lockdowns

As transmission rates and case numbers have increased in different parts of the country the UK Government and, more recently, the Scottish Government, have legislated for local lockdowns.

In some cases, local lockdown regulations have kept restrictions that are being lifted in other parts of the UK. In other cases, they re-imposed restrictions that had already been lifted.

The local lockdown regulations impose different restrictions for different places. For example, the regulations for Leicester and Blackburn require business closures whereas the regulations for the North of England only prohibit large gatherings in private dwellings. The Government have suggested that the difference in approaches are [based on the different transmission risks](#).

In England, local authorities have also been given additional powers to close business premises or prohibit certain activities.

### 2.1 England

As part of the [‘next chapter’ of its recovery plan](#), the UK Government has moved from national lockdowns to targeted local lockdowns.

#### Leicester lockdown

On 29 June 2020, the Health Secretary Matt Hancock [announced the first local lockdown](#) in the city of Leicester.

On 3 July the Government made the [Health Protection \(Coronavirus, Restrictions\) \(Leicester\) Regulations 2020](#). Restrictions that were being lifted in the rest of England, allowing the re-opening of restaurants and hairdressers, were retained in Leicester. Non-essential retailers, which had been allowed to re-open on 15 June, were required to close again. The regulations applied to postcodes listed in a Schedule.

The Government published [guidance on social distancing in Leicester](#).

On 18 July the Government conducted its first review of the regulations. The [regulations were modified](#) to remove Charnwood and Blaby from the ‘protected area’. This meant that they were only subject to the regulations that applied in the rest of the UK.

On 3 August the Government made the [Health Protection \(Coronavirus, Restrictions\) \(Leicester\) \(No. 2\) Regulations 2020](#). These replaced the original Leicester regulations.

The new regulations apply to the area of Leicester City Council. The new regulations also allowed a whole range of businesses in Leicester to re-open from 3 August. These included restaurants, cafes, pubs, non-essential retailers, cinemas, community centres, outdoor gyms, funfairs and more. However, some businesses must remain closed, including casinos, nail and tattoo salons, indoor gyms, swimming pools and more.

The Government has [published a full list of businesses in Leicester that must remain closed](#).

## Blackburn with Darwen and Luton and Bradford

On 24 July the Government announced similar, though less severe, local restrictions for Blackburn with Darwen and Luton. The Government was not re-imposing lockdown restrictions that had been lifted. However, restrictions that were being lifted in the rest of England on 25 July, such as gyms and pools, would not be lifted in Blackburn and Luton.

The [\*Health Protection \(Coronavirus, Restrictions\) \(Blackburn with Darwen and Luton\) Regulations 2020\*](#) required indoor gyms and pools to remain closed as well as other businesses that are still required to close in the rest of England, such as casinos and bowling alleys. The regulations applied to Blackburn with Darwen Borough Council and Luton Borough Council.

On 31 July the Government made the [\*Health Protection \(Coronavirus, Restrictions\) \(Blackburn with Darwen and Bradford\) Regulations 2020\*](#). These repealed the earlier regulations and effectively replaced Luton with Bradford. This meant that [Luton became subject to the same restrictions as the rest of England](#), so gyms and pools could re-open. In contrast, gyms and pools in Bradford must close again.

## North of England

On 30 July 2020 the Government [announced a new local lockdown for the North of England](#), capturing a wide area including Greater Manchester, Lancashire and West Yorkshire.

However the [\*Health Protection \(Coronavirus, Restrictions on Gatherings\) \(North of England\) Regulations 2020\*](#) were not made until 4 August and came into force on 5 August.

The North of England regulations do not impose any additional business closures beyond those imposed by the general regulations for England. Instead, the regulations impose stricter rules on gatherings in private dwellings. These do not apply to gatherings on business premises.

The Government has published [detailed guidance on the rules for the North of England](#).

## New powers for local authorities

The Leicester, Blackburn with Darwen and Luton lockdowns, although local, were given effect to by regulations made by a Minister: i.e. by central government not local government.

Normally, English local authorities have limited powers in the context of an epidemic to (for example) close business premises, and must seek an order from a magistrate before they can do so.

The UK Government has, in the context of the coronavirus pandemic, streamlined the powers of local authorities, under the [\*Health Protection \(Coronavirus, Restrictions\) \(England\) \(No. 3\) Regulations 2020\*](#), which came into force on 18 July 2020. The Government published [accompanying guidance](#) on 17 July 2020.



These new regulations mean that local authorities will no longer have to seek prior approval of a magistrate before:

- closing or restricting entry or access to all or part of (business) premises;
- prohibiting or restricting certain events; or
- prohibiting or restricting access to certain public outdoor spaces in their local authority area.

Any directions made by the local authorities must be reviewed every week, rather than fortnightly as is the case with England-wide regulations.

## 2.2 Scotland

While most of the local lockdowns have so far been applied in England, on 5 August 2020 the Scottish Government announced and [imposed its first local lockdown](#) on Aberdeen.

It made the [\*Health Protection \(Coronavirus, Restrictions\) \(Aberdeen City\) Regulations 2020\*](#), which applied to the local government area of Aberdeen City.

The Aberdeen regulations required restaurants, cafes, bars and pubs to close. The Scottish Government has also published [guidance for Aberdeen](#), which asks people to observe certain rules around movement and gatherings.

## 3. Re-opening safely

While the lockdown regulations introduced in the four nations have been amended to allow certain businesses to legally re-open, these businesses still have an obligation to do so safely.

These obligations are towards their employees as well as to visitors, customers and anybody else on their premises or affected by their activities. The obligations arise under health and safety law, occupier's liability law and the law on negligence.

### 3.1 Guidance on re-opening safely

On 11 May 2020, the UK Government published guides on working safely during Covid-19 for businesses in eight areas: [offices](#), [factories and warehouses](#), [shops](#), [construction sites](#), [laboratories](#), [restaurants](#), [working in homes](#) and [working from vehicles](#). This guidance has been updated several times.

On 23 and 24 June the UK Government published four further guides for [hotels](#), [visitor economy](#), [close contact services](#) and [heritage sites](#). On 9 July it published new guides for [performing arts](#) and [sports facilities](#).

The majority of the guides concern steps businesses should take to protect the health and safety of their employees. This is covered in the Library Briefing, [Coronavirus: Returning to work \(CBP-8916\)](#).

However, a number of the guides, including those for restaurants, hotels, shops, gyms and close contact services, also contain guidance on keeping customers safe. The guide for performing arts contains a roadmap for future re-opening.

The devolved administrations have also published guides on operating safely during Covid-19:

- The Scottish Government has [published several guides](#), including for food businesses (e.g. restaurants), retail and tourism and hospitality.
- The Welsh Government has published [general working safely guidance](#) as well as [sector-specific guides](#) for retail and recreation, among others.
- The Northern Ireland Executive has [published several of its own guides](#) as well as linking to UK Government and industry body guidance.

A number of industry bodies including [UK Hospitality](#) and the [British Retail Consortium](#) have published their own guidance.

### 5 steps to working safely

The UK Government has summarised the core principles of its guidance in [5 steps to working safely](#):

- 1 Carrying out Covid-19 risk assessments;
- 2 Developing cleaning, handwashing and hygiene policies;

- 3 Enabling employees to work from home where possible;
- 4 Maintaining 2m social distancing where possible; and
- 5 Managing transmission risks where 2m distancing is not possible.

The guidance applies these general principles to various work settings. Some steps apply across all sectors, such as providing hand sanitiser, limiting the number of customers on the premises and providing health and safety information. Others are sector-specific. The UK Government has published a [online tool](#) that businesses can use to find what steps they should be taking to allow them to re-open safely.

## Legal status of the government guides

It is important to note that the government guidance, whether from the UK Government or devolved administrations, is not law. All twelve of the UK Government guides open with the following statement:

This guidance does not supersede any legal obligations relating to health and safety, employment or equalities and it is important that as a business or an employer you continue to comply with your existing obligations, including those relating to individuals with protected characteristics. It contains non-statutory guidance to take into account when complying with these existing obligations. When considering how to apply this guidance, take into account agency workers, contractors and other people, as well as your employees.<sup>3</sup>

The guidance simply lists a number of steps that businesses can take to comply with existing legal obligations. This will include obligations under health and safety law, occupier's liability law and general common law duties of care. Failure to follow the guidance will likely be a strong indicator of a breach of one of these obligations. Equally, compliance with the guidance will likely reduce the risk of a claim.

However, it is ultimately for each business to undertake a full risk assessment based on their own individual circumstances.

## Devolution

The devolved administrations have adopted their own working safely guidance for certain sectors. Public health is a devolved matter. There are different lockdown regulations for each of the four nations and business re-opening is occurring at a different pace across the UK.

Health and safety law, by contrast, is a reserved matter for Scotland and Wales. While it is devolved in Northern Ireland the law is substantively similar to the rest of the UK. Occupier's liability law is devolved in Scotland and Northern Ireland but not in Wales.

This all raises the question of what guidance businesses in different parts of the UK must follow.

First and foremost, businesses must comply with the relevant lockdown regulations of the nation they are operating in. As well as setting out which businesses can open, these can impose certain restrictions on re-

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<sup>3</sup> HM Government, [Working safely during COVID-19 in offices and contact centres](#), 24 June 2020, p. 2 (replicated in the other eleven guidance documents)

opening. For example, Scotland and Wales have legislated to require businesses to take all reasonable steps to ensure 2m social distancing.<sup>4</sup>

On safety, the UK Government guidance, which is the most detailed available, is relevant to all parts of the Great Britain. Additionally, businesses will need to consider any guidance issued by the government of the nation in which they are operating. This will have been issued based on an assessment of the public health situation in that part of the UK. Businesses must undertake individual risk assessments and consider all relevant available guidance.

### 3.2 Social distancing (1m v 2m)

Since March 2020, the UK Government had recommended that people in England should maintain a distance of two metres between one another to help reduce the transmission of Covid-19.<sup>5</sup>

On 26 June 2020, the Government published the results of its [review into the two metre social distancing guidance](#). The review considered the scientific evidence, economic impact of social distancing, behavioural responses and international comparators.<sup>6</sup>

The review recommended changing current guidance which had stated “where possible, you should maintain 2m between people”. Instead it would state that a 2m distance should be maintained, or alternatively a 1m distance with risk mitigation where 2m is not viable. Further, businesses should consider and set out the mitigations that they will introduce in their risk assessment (described as the “1m plus” rule).<sup>7</sup>

The review listed a number of mitigations that should be applied across all settings to reduce risk:

- maintain 2m where viable
- an unambiguous message to staff to stay home when symptomatic, or if a member of their household is symptomatic, and to get tested to allow contact tracing of positive cases
- staff minimising duration of contact at less than 2m with people outside their household
- maintaining hand hygiene and cough etiquette
- thorough and regular cleaning of shared areas, including toilets
- wearing face coverings when distances of 2m cannot be kept in indoor environments where possible
- recording staff contact details and working patterns to support test and trace<sup>8</sup>

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<sup>4</sup> Reg. 4 [SSI 2020/103](#); Reg. 7A [WSI 2020/353 \(W.80\)](#)

<sup>5</sup> [\[Withdrawn\] Guidance on social distancing for everyone in the UK](#), Public Health England, updated 30 March 2020

<sup>6</sup> [Review of two metre social distancing guidance](#), Cabinet Office, 26 June 2020

<sup>7</sup> Ibid.

<sup>8</sup> Ibid.

The review also gave examples of further sector-specific mitigations, such as redesigning food services and implementing one-way systems.

## Government guidance

Prior to publishing the review findings, the Government had issued [guidance on staying safe outside your home](#) (updated 24 June 2020), which stated:

The government recommends that you keep two metres away from people as a precaution or one metre when you can mitigate the risk by taking other precautions in this list.<sup>9</sup>

The guidance discussed a number of measures which can be implemented to reduce the risk of transmitting Covid-19, such as the use of face masks and maintaining good hand hygiene.

The guidance also makes recommendations for reducing the number of individuals come into contact with at work settings, such as changing shift patterns and splitting people into smaller, fixed teams.

The Government has also issued [guidance on social distancing](#).<sup>10</sup> This was last updated on 24 June 2020, and remains in place until 4 July 2020. This advises that where possible, workplaces should ensure that employees can maintain a two-metre distance from others and wash their hands regularly.

Further information about the transmission of coronavirus, including an overview of the scientific advice to Government on mitigating viral transmission, can be found in the Parliamentary Office of Science and Technology (POST) publication on [COVID-19 and social distancing: the 2 metre advice](#) (23 June 2020).<sup>11</sup>

## 3.3 Health and safety law

Health and safety law in the UK is set out in the [Health and Safety at Work etc. Act 1974](#) (HSWA) and many pieces of [secondary legislation](#) made under that Act. The legislation is supplemented by several [Approved Codes of Practice](#) (APOCs) published by the Health and Safety Executive.

The Codes have a special legal status and failure to follow them can reverse the burden of proof in criminal proceedings, requiring the employer to prove they complied with health and safety obligations. In many areas this UK law implements EU law, including the [Framework Directive \(Directive 89/391/EEC\)](#).

### Employer's obligations to employees

The HSWA is primarily concerned with an employer's health and safety obligations towards its employees. Section 2(1) requires employers to ensure health and safety at work "so far as is reasonably practicable".

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<sup>9</sup> [Staying safe outside your home](#), Cabinet Office, updated 24 June 2020

<sup>10</sup> [Staying alert and safe \(social distancing\) until 4 July](#), Cabinet Office, 24 June 2020

<sup>11</sup> [COVID-19 and social distancing: the 2 metre advice](#), POST, 23 June 2020

In the context of Covid-19, there are many relevant pieces of secondary legislation that set out the duties owed to employees. This includes:

- The duty to undertake risk assessments;
- The duty to consult with safety representatives;
- The duty to maintain a safe workspace (e.g. cleaning; ventilating);
- The duty to take reasonable steps to control the transmission of infections (e.g. health monitoring; altering working practices); and
- The duty to provide personal protective equipment (PPE) if other measures to eliminate or mitigate risk are insufficient.

This is discussed in detail in the Library Briefing, [Coronavirus: Returning to work \(CBP-8916\)](#).

## Employer's obligations to others

As well as obligations towards employees, the HSWA places obligations on employers with respect to others who are impacted by its activities, such as visitors, contractors or customers. Section 3(1) provides:

It shall be the duty of every employer to conduct his undertaking in such a way as to ensure, so far as is reasonably practicable, that persons not in his employment who may be affected thereby are not thereby exposed to risks to their health or safety.

This general obligation is again supplemented by specific obligations in secondary legislation. For example, the [Management of Health and Safety at Work Regulations 1999](#) require workplace risk assessments to consider risks posed to non-employees. The duties under the [Control of Substances Hazardous to Health Regulations 2002](#) to prevent or control exposure to hazardous substances applies to non-employees so far as reasonably practicable.<sup>12</sup>

## Self-employed worker's obligations

Under Section 3(2) of the HSWA, all self-employed people originally had an obligation to ensure, so far as reasonably practicable, that their work did not expose others to health and safety risks.

However, following the [Deregulation Act 2015](#), liability was removed from many self-employed people. Currently, those undertaking prescribed activities and those whose work poses a risk to others are covered by the HSWA.<sup>13</sup> The HSE website provides some [examples of self-employed people who are and are not covered](#).

A self-employed person who employs someone is liable as an employer.

## Criminal liability

It is a criminal offence for an employer to fail to comply with its health and safety obligations.<sup>14</sup> The offence is one of absolute liability,

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<sup>12</sup> See HSE, [Control of Substances Hazardous to Health Regulations 2002: Approved Code of Practice](#) (2013, 6<sup>th</sup> edn), para. 39

<sup>13</sup> Reg. 2 [The Health and Safety at Work etc. Act 1974 \(General Duties of Self-Employed Persons\) \(Prescribed Undertakings\) Regulations 2015](#)

<sup>14</sup> s. 33 [Health and Safety at Work etc. Act 1974](#) (HSWA)



meaning fault does not have to be shown. In [R v Chargot Ltd 2008 UKHL 73](#), the House of Lords explained that once the prosecution has shown that a person was exposed to risk, the burden of proof shifts to the employer to show that it had done everything that was reasonably practicable to avoid it. It is not a defence for an employer to argue that its senior management was not responsible for the incident.<sup>15</sup>

## Civil liability

Under the HSWA a breach of health and safety law originally attracted civil liability, allowing individuals to bring a claim for damages. However, the [Enterprise and Regulatory Reform Act 2013](#) removed civil liability for breaches of health and safety law. Individuals seeking to bring civil claims for health and safety issues would need to bring a claim under occupier's liability law or bring a common law claim for negligence. The HSE website notes that compliance with health and safety law [could significantly reduce the risk of a claim of negligence](#).

## Enforcement of health and safety law

The enforcement of health and safety law is shared between the HSE and local authorities. The HSE covers sectors including factories and building sites. Local authorities cover sectors such as retail, offices and the hospitality industry. The HSE website has a list setting out [which body is the appropriate enforcing authority](#).

Safety inspectors have a range of powers provided by the HSWA. This includes the power to enter and inspect premises and the power to take samples. Safety inspectors can issue 'improvement and prohibition notices' if they believe that an employer is failing to comply with its health and safety obligations.<sup>16</sup> In addition, if a safety inspector finds that an employer has failed to comply with its legal obligations, the HSE can charge the employer a [fee for intervention](#) (FFI).<sup>17</sup>

HSE's [Enforcement Policy Statement](#) and the [National Local Authority Enforcement Code](#) set out the HSE and LAs approaches to regulation.

## 3.4 Occupiers' liability

Occupiers of premises owe a duty of care to visitors, to take reasonable steps to ensure their safety. The relevant obligations are contained in the [Occupiers' Liability Act 1957](#). The duty is owed to visitors in respect of dangers:

- due to the state of the premises; or
- due to things done, or omitted to be done, on the premises.<sup>18</sup>

'Occupier' is broadly defined, such that the duties are owed by persons physically occupying premises or having sufficient control over them.<sup>19</sup>

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<sup>15</sup> *R v British Steel Plc* 1995 IRLR 310

<sup>16</sup> ss. 20 to 22 HSWA

<sup>17</sup> [Health and Safety \(Fees\) Regulations 2012 \(SI 2012/1652\)](#).

<sup>18</sup> *Occupier's Liability Act 1957*, section 1(1)

<sup>19</sup> *Occupier's Liability Act 1957*, section 1(2)

Section 2(1) of the Act describes the duty:

a duty **to take such care as in all the circumstances of the case is reasonable** to see that the visitor will be **reasonably safe** in using the premises for the purposes for which he is invited or permitted by the occupier to be there.

Typical steps occupiers take to satisfy the duty include general maintenance, barriers and warning signs. In the context of coronavirus, some lawyers have speculated that the duty might be discharged by complying with guidance from Public Health England or Health Protection Scotland.<sup>20</sup>

### 3.5 Test and Trace and contact records

Contact tracing is one of the methods by which health authorities are attempting to contain the spread of the virus. In England, the [NHS Test and Trace](#) system seeks to notify people who have been in close contact with anyone who has recently tested positive for coronavirus. Contacts may then be asked to self-isolate to prevent its onward transmission.

On 2 July 2020, [the UK Government issued new guidance](#) to support contact tracing in England. It has asked businesses operating certain venues to collect and retain information about staff, customers and other visitors on their premises.

#### Maintaining contact records in re-opened venues

The types of venue that have been asked to collect details are:

- in hospitality, including pubs, bars, restaurants and cafés;
- in tourism and leisure, including hotels, museums, cinemas, zoos and theme parks;
- providing close contact services, including hairdressers, barbershops and tailors;
- facilities provided by local authorities, including town halls and civic centres for events, community centres, libraries and children’s centres; and
- places of worship, including those used for events and other community activities.

This voluntary guidance applies both to indoor and outdoor venues where they provide “an on-site service” or where they host events on the premises. Therefore, for example, restaurants are not expected to collect contact tracing information from take-away customers, but they are asked to collect details for customers that are dining in.

#### Information venues will be asked to collect

- Venues will be asked to record the names, contact details, arrival and departure times of staff, customers and visitors. Where there are groups of customers or visitors, a venue can instead take the details of the “lead member” of the group, and record how many people are in

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<sup>20</sup> [Coronavirus: A UK real estate perspective \(UPDATED 25 June\)](#), DLA Piper, 25 June 2020

that group. If a customer will interact with only one member of staff, the name of the assigned staff member should also be recorded.

- Some venues will already be collecting some personal data (for the purposes of bookings, for example). This data should not be shared for NHS Test and Trace if a customer or visitor specifically asks to opt-out.
- Venues will not be asked to verify the accuracy of the information provided to them by a customer or visitor, and it remains a matter for the venue to decide whether (for example) to admit individuals should they refuse to provide this information.

### How will the information be used?

The data collected by venues will not be divulged to NHS Test and Trace automatically. Instead, NHS Test and Trace may contact a venue if its own information suggests it is necessary to do so. For example, someone who has tested positive for coronavirus may have listed the venue as a place they had recently visited.

A venue will not automatically be asked to close simply because an NHS Test and Trace data request has been made. However, the venue's mitigation measures (such as on social distancing) may be reviewed, and arrangements may be made to test people who have been on the premises. NHS Test and Trace may also ask contacts to self-isolate.

### Data retention and GDPR

The Government is asking that these venue-specific contact records be held for 21 days before being expunged. This reflects the coronavirus incubation period (of up to 14 days) and an additional 7 days to allow time for testing and tracing.

The guidance expresses a preference that contact information be held digitally, but notes that paper records are also acceptable. After the 21 days, contact information should be securely disposed of, and in a way that avoids a risk of unintended access.

Some venues will, under this guidance, be collecting data that they would not normally collect. They should familiarise themselves with their obligations when collecting personal data under the General Data Protection Regulation (GDPR). The [Information Commissioner's Office](#) provides guidance on GDPR compliance.

## 3.6 Face covering policy across the UK

In the different parts of the UK, the wearing of face coverings in certain public settings has been either encouraged or mandated. This affects the expected practices of businesses that re-open or are expected to re-open in the coming weeks.

### England

In England there has been a general legal requirement to wear a face mask on public transport since **15 June 2020**. The Secretary of State for Health announced [on 14 July 2020](#) that this would be extended to include shops and supermarkets effective **24 July 2020**. Certain

exemptions apply, such as for certain types of worker, for children under 11 years old and for those with certain health issues or disabilities, or who otherwise have a “reasonable excuse”.

The Prime Minister announced on 31 July that that in England the requirement to wear masks will be extended to cinemas, museums and other indoor places from **8 August 2020**. Legislation is awaited.

Guidance on face coverings in England forms part of the [Staying safe outside your home](#) guidance.

## Scotland

Since **22 June 2020** in Scotland it has been mandatory to wear a face covering while using public transport, unless you are an exempt person or have a reasonable excuse. Since **10 July 2020** in Scotland, any person using a shop must also wear a face covering.

Similar exceptions apply as they do in England except, most notably, that the exemption for children only applies to those under the age of 5 years old.

[Guidance on mandatory face coverings in Scotland](#) was last updated on 22 July 2020.

## Wales

On 13 July 2020 the First Minister for Wales announced that, from **27 July 2020** a three-layer face covering would be mandatory on public transport in Wales. However, the Welsh Government has yet to indicate whether face coverings will become mandatory in other settings, while continuing to advise in favour of face coverings in crowded public settings.

[Guidance on face coverings in Wales](#) was last updated on 17 July 2020.

## Northern Ireland

Since **10 July 2020**, all passengers on public transport in Northern Ireland must wear a face covering. Exceptions are similar to those in England and Scotland, except that children under the age of 13 are not required to comply with the restriction. School transport is exempt.

The Northern Irish Executive has made regulations to extend the requirement to wear a face covering to ‘relevant places’, such as shops. The regulations will only come into force on a day appointed by the Department for Health.

[Guidance on face coverings in Northern Ireland](#) sets out in greater detail the “reasonable excuses” for not wearing a face covering on public transport.

## 4. Further resources

### 4.1 Relevant Health Restrictions Regulations England

- [\*Health Protection \(Coronavirus, Business Closure\) \(England\) Regulations 2020\*](#) (made 21 March, revoked 26 March 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(England\) Regulations 2020\*](#) (made 26 March 2020, mostly revoked 4 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(England\) \(Amendment\) \(No. 2\) Regulations 2020\*](#) (made 12 May 2020, revoked 4 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(England\) \(Amendment\) \(No. 3\) Regulations 2020\*](#) (made 31 May 2020, revoked 4 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(England\) \(Amendment\) \(No. 4\) Regulations 2020\*](#) (made 12 June 2020, revoked 4 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(No. 2\) \(England\) Regulations 2020\*](#) (made 3 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Leicester\) Regulations 2020\*](#) (made 3 July 2020, revoked 3 August 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(No. 2\) \(England\) \(Amendment\) Regulations 2020\*](#) (made 9 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(England\) \(No. 3\) Regulations 2020\*](#) (made 16 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Leicester\) \(Amendment\) Regulations 2020\*](#) (made 17 July 2020, revoked 3 August 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(No. 2\) \(England\) \(Amendment\) \(No. 2\) Regulations 2020\*](#) (made 22 July 2020)
- [\*Health Protection \(Coronavirus, Wearing of Face Coverings in a Relevant Place\) \(England\) Regulations 2020\*](#) (made 23 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Blackburn with Darwen and Luton\) Regulations 2020\*](#) (made 24 July 2020, revoked 1 August 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Blackburn with Darwen and Bradford\) Regulations 2020\*](#) (made 31 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Leicester\) \(No. 2\) Regulations 2020\*](#) (made 3 August 2020)
- [\*Health Protection \(Coronavirus, Restrictions on Gatherings\) \(North of England\) Regulations 2020\*](#) (made 4 August 2020)

## Scotland

- [\*Health Protection \(Coronavirus\) \(Restrictions\) \(Scotland\) Regulations 2020\*](#) (made 26 March 2020)
- [\*Health Protection \(Coronavirus\) \(Restrictions\) \(Scotland\) Amendment \(No. 2\) Regulations 2020\*](#) (made 21 April 2020)
- [\*Health Protection \(Coronavirus\) \(Restrictions\) \(Scotland\) Amendment \(No. 3\) Regulations 2020\*](#) (made 28 May 2020)
- [\*Health Protection \(Coronavirus\) \(Restrictions\) \(Scotland\) Amendment \(No. 5\) Regulations 2020\*](#) (made 26 June 2020)
- [\*Health Protection \(Coronavirus\) \(Restrictions\) \(Scotland\) Amendment \(No. 6\) Regulations 2020\*](#) (made 2 July 2020)
- [\*Health Protection \(Coronavirus\) \(Restrictions\) \(Scotland\) Amendment \(No. 7\) Regulations 2020\*](#) (made 9 July 2020)
- [\*Health Protection \(Coronavirus\) \(Restrictions\) \(Scotland\) Amendment \(No. 8\) Regulations 2020\*](#) (made 14 July 2020)
- [\*Health Protection \(Coronavirus\) \(Restrictions\) \(Scotland\) Amendment \(No. 9\) Regulations 2020\*](#) (made 30 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Aberdeen City\) Regulations 2020\*](#) (made 5 August 2020)

## Wales

- [\*Health Protection \(Coronavirus, Business Closure\) \(Wales\) Regulations 2020\*](#) (made 21 March, revoked 26 March)
- [\*Health Protection \(Coronavirus: Closure of Leisure Businesses, Footpaths and Access Land\) \(Wales\) Regulations 2020\*](#) (made 23 March, revoked 26 March 2020)
- [\*Health Protection \(Coronavirus Restrictions\) \(Wales\) Regulations 2020\*](#) (made 26 March 2020, revoked 13 July 2020)
- [\*Health Protection \(Coronavirus Restrictions\) \(Wales\) \(Amendment\) Regulations 2020\*](#) (made 3 April 2020, revoked 13 July 2020)
- [\*Health Protection \(Coronavirus Restrictions\) \(Wales\) \(Amendment\) \(No. 2\) Regulations 2020\*](#) (made 24 April 2020, revoked 13 July 2020)
- [\*Health Protection \(Coronavirus Restrictions\) \(Wales\) \(Amendment\) \(No. 3\) Regulations 2020\*](#) (made 11 May 2020, revoked 13 July 2020)
- [\*Health Protection \(Coronavirus Restrictions\) \(Wales\) \(Amendment\) \(No. 6\) Regulations 2020\*](#) (made 19 June 2020, revoked 13 July 2020)
- [\*Health Protection \(Coronavirus Restrictions\) \(Wales\) \(Amendment\) \(No. 7\) Regulations 2020\*](#) (made 3 July 2020, revoked 13 July 2020)
- [\*Health Protection \(Coronavirus Restrictions\) \(No. 2\) \(Wales\) Regulations 2020\*](#) (made 10 July 2020)



- [\*Health Protection \(Coronavirus Restrictions\) \(No. 2\) \(Wales\) \(Amendment\) \(No. 2\) Regulations 2020\*](#) (made 24 July 2020)
- [\*Health Protection \(Coronavirus Restrictions\) \(No. 2\) \(Wales\) \(Amendment\) \(No. 3\) Regulations 2020\*](#) (made 31 July 2020)

## Northern Ireland

- [\*Health Protection \(Coronavirus, Restrictions\) Regulations \(Northern Ireland\) 2020\*](#) (made 28 March 2020, revoked 23 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Amendment No. 2\) Regulations \(Northern Ireland\) 2020\*](#) (made 15 May 2020, revoked 23 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Amendment No. 4\) Regulations \(Northern Ireland\) 2020\*](#) (made 21 May 2020, revoked 23 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Amendment No. 5\) Regulations \(Northern Ireland\) 2020\*](#) (made 5 June 2020, revoked 23 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Amendment No. 6\) Regulations \(Northern Ireland\) 2020\*](#) (made 11 June 2020, revoked 23 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Amendment No. 8\) Regulations \(Northern Ireland\) 2020\*](#) (made 25 June 2020, revoked 23 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Amendment No. 10\) Regulations \(Northern Ireland\) 2020\*](#) (made 2 July 2020, revoked 23 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(Amendment No. 11\) Regulations \(Northern Ireland\) 2020\*](#) (made 9 July 2020, revoked 23 July 2020)
- [\*Health Protection \(Coronavirus, Restrictions\) \(No. 2\) Regulations \(Northern Ireland\) 2020\*](#) (made 23 July 2020)
- [\*Health Protection \(Coronavirus, Wearing of Face Coverings\) \(Amendment\) Regulations \(Northern Ireland\) 2020\*](#) (made 31 July)

## 4.2 Government Guidance

### England

- [\*Closing certain businesses and venues in England\*](#) (updated 3 August 2020)
- [\*Working safely during coronavirus \(COVID-19\)\*](#) (updated 31 July 2020)
- [\*Review of two metre social distancing guidance\*](#) (updated 26 June 2020)
- [\*Local restrictions: areas with an outbreak of coronavirus \(COVID-19\)\*](#) (updated 31 July 2020)
- [\*Face coverings: when to wear one and how to make your own\*](#) (updated 31 July 2020)

## Scotland

- [Coronavirus \(COVID-19\): returning to work safely](#) (updated 4 August 2020)
- [Coronavirus \(COVID-19\): Scotland's route map through and out of the crisis](#) (published 21 May 2020)
- [Coronavirus \(COVID-19\): local advice and measures](#) (updated 5 August 2020)

## Wales

- [Coronavirus \(COVID 19\): closure of businesses and premises](#) (updated 27 July 2020)
- [Taking all reasonable measures to maintain physical distancing in the workplace](#) (updated 25 July 2020)
- [Keep Wales safe at work](#) (updated 28 July 2020)

## Northern Ireland

- [Coronavirus \(COVID-19\): recovery plan](#) (published 12 May 2020)
- [Coronavirus: Timeline for NI Businesses reopening](#) (updated 24 July 2020)
- [Coronavirus \(COVID-19\): regulations, guidance and what they mean for you](#) (date of update unclear)

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