

**HEALTH AND SAFETY MANAGEMENT SYSTEM
YOUNG WORKERS POLICY**

The Health and Safety at Work, etc Act 1974 (HSWA) imposes a general duty upon employers to ensure so far as is reasonably practicable the health, safety and welfare at work of all their employees. The nature of this duty varies in relation to each individual employee, and the system of work adopted for adult employees may not be appropriate for young persons, and this may mean that an employer is unable to engage a young person in certain occupations. A "young person" is defined as someone has not reached the age of 18 years. A child is anyone who has not yet reached the official minimum school leaving age (MSLA). Pupils will reach the MSLA in the school year in which they turn 16 years old.

A young person may not be taken into employment unless a risk assessment has been carried out, or an existing assessment is reviewed, in order to ensure that any risks to those young persons are identified and addressed. Where young persons are already employed, the existing risk assessments must be reviewed accordingly.

Under the Management of Health and Safety at Work Regulations 1999.

Young persons must be protected from any risks to their health and safety which are associated with the young persons' lack of experience, lack of awareness of existing risks or immaturity.

As an employer we must also consider

- The layout of the workplace
- How they will handle work equipment
- How the work and processes are organised
- The extent of health and safety training needed
- Risk from particular agents, processes and work

In addition young persons may not be employed where the work:

- is beyond their physical or psychological capacity
- involves exposure to toxic or carcinogenic substances, or substances which cause heritable genetic damage, harm to unborn children, or cause any other chronic health effect
- involves harmful exposure to radiation
- involves a risk of accidents which young persons may not reasonably recognise due to their insufficient attention to safety or lack of experience, training or lack of maturity.
- involves a risk to health from extreme temperatures (hot or cold), noise or vibration.

A child must never carry out such work involving these risks, whether they are as permanently employed or under training such as work experience

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A young person who is not a child, can carry out work involving these risks if:

- The work is necessary for their training.
- The work is supervised by a competent person
- The risk is reduced to the lowest level so far as is reasonably practicable.

Risk assessment should determine whether the work represents any risks to young persons.

The above prohibitions on the employment of young persons do not apply where the work is part the young person's training, where the work is carried out under the supervision of a competent person and where any risks are reduced to the lowest level that is reasonably practicable.

The Working Time Regulations 1998 (as amended in 2002) stipulate that young workers aged between 15–18 are not employed for more than eight hours a day or for more than 40 hours a week, including overtime hours. Night work is prohibited between 10pm and 6am (or, between 11pm and 7am) except in certain circumstances and in particular industries.

Young persons are entitled to a daily rest period of at least 12 consecutive hours in each 24 hour period during which they are at work, and are entitled to a weekly rest period of at least 48 hours in each seven day period during which they are at work. Young persons are also entitled to a rest break if their working time is more than four and a half hours. The rest break should be at least 30 minutes, consecutive if possible, and may be taken away from their workstations.

Signed:



Name: Richard Cook.

Dated: 1 July 2021

Position: Managing Director.