

Black Sluice Internal Drainage Board

Policy No: 26

H&S Young Persons Safety at Work Policy

Review Dates:

Reviewed	Audit & Risk Committee 01 May 2019
Board Approved	26 June 2019

Policy Statement

Young persons the management of health and safety at work regulations 1999

The definition of a young person is an individual who has reached the minimum school leaving age but is under 18. Children under 13 are generally prohibited from any form of employment, and those between 13 and the minimum school leaving age are prohibited from being employed in a factory, or on a construction site, except when on a work experience scheme approved by the local education authority, or where the likely risks are negligible. Children under the minimum school leaving age must not operate machinery and/or be exposed to significant risks. The same duty of care exists for temporary workers as it does for permanent staff.

- Young persons should be assigned to experienced workers who possess the ability and patience to give them an appropriate level of supervision and guidance.
- Prior evidence of training in the use of machinery should not necessarily be taken as confirmation that the young person is competent in using such machinery.
- Machinery may be operated during training but only whilst there is adequate and close supervision. Young persons should be excluded from using equipment that poses a significant risk if safety precautions or safe systems of work are not followed. **NB** Children are not permitted to operate machinery.
- Young persons are not to operate lifting equipment and lifting accessories without close supervision.
- Young persons are not to operate vehicles unless they have received appropriate training and hold a relevant licence. Young persons are not to operate lift trucks without adequate supervision.
- Young persons are not to supervise the movement of vehicles or act as a Banksman.
- Young persons are not to erect tower or independent scaffolds without close supervision.
- Young persons are not to undertake any work involving electricity unless they have the necessary technical knowledge or are supervised by a suitably qualified person.

If there are any doubts as to whether a young person is competent to undertake a task, or use a piece of machinery, then the Supervisor/Manager should be contacted for advice.

A young person whose daily working time is more than 4.5 hours is entitled to a break of at least 30 minutes. A weekly rest period of at least 48 hours should be provided although this may be reduced in exceptional circumstances to 36 hours for technical or organisational reasons. Notwithstanding, young persons are entitled to 12 consecutive hours rest in any 24-hour period. Although young persons are not excluded from night work, special consideration should be given to their physique, maturity and experience. The young persons safety relies on your integrity and supervision.