



## Health and Safety (Young Persons) Regulations 1997/99

<http://www.hse.gov.uk/youngpeople/law/index.htm>

### MANAGING THE SAFETY OF CHILDREN IN THE WORKPLACE

Before employing a child, employers must consider the nature of employment and assess the risks there may be to the child's health and safety while carrying out the job. This is called a *risk assessment* which satisfies the law in relation to the Health and Safety (Young Persons) Regulations 1997/99 and should protect the child from harm.

#### The risk assessment must consider the following:

- The inexperience and lack of maturity of the child, and any consequential lack of awareness of risks (eg children being careless in the way they ride their bicycle).
- Any specific health and safety training or instruction that the child may need (eg where work involves lifting, animals or any other potential hazards).
- The nature and layout of the work area (this should include busy roads if applicable).
- The type of equipment, methods of use and work activities to be undertaken (eg bicycle and lights in good working order, hot water hazards, hairdressing products).

Once the assessment has been carried out, the result will suggest whether the employer should restrict or prohibit the work of the child. It is important that the employer ensures appropriate information, instruction and training is provided to the child and to the rest of the work force. The findings of the risk assessment, together with any steps the employer is taking to reduce hazards must be communicated to the parent/carer.

