



Young People Policy Statement

January 2024

YOUNG PEOPLE POLICY STATEMENT

Young people are defined as those who are under 18 years of age. MacInnes Bros Ltd (MIB) will take all reasonable care of all of our employees while there are certain considerations that need to be made for young workers in our employment.

The Management of Health and Safety at Work Regulations (MHSWR) 1999 (as amended) require us to assess the health and safety risks to all of our employees and to identify what we need to do to comply with our legal duties to prevent or control those risks and ensure our employees' health and safety.

Under these Regulations we have particular responsibilities towards young people:

1. To assess risks to all young people less than 18 years of age, **before** they start work;
2. To ensure that the risk assessment takes into account their psychological or physical immaturity, inexperience, and lack of awareness of existing or potential risks;
 - 2.1. Address certain specified factors in the risk assessment
 - 2.2. Inexperience, immaturity and lack of appreciation of risk
 - 2.3. The site environment
 - 2.4. The use of work equipment
 - 2.5. Health and safety training
3. There are other agents, processes and work that should be taken into account when employing a young person. The following list doesn't cover all of those, but if any of the issues are relevant to our workplace:
 - 3.1 biological agents;
 - 3.2 working with chemicals;
 - 3.3 working with lead and lead processes;
 - 3.4 asbestos;
 - 3.5 working with explosives, including fireworks;
 - 3.6 working with compressed air;
 - 3.7 construction, including demolition;
 - 3.8 electrical safety;
 - 3.9 agriculture;
 - 3.10 manufacturing.
4. In determining whether work will involve harm or risks for the purposes of this paragraph, regard shall be had to the results of the assessment.
5. To introduce control measures to eliminate or minimise the risks, so far as is reasonably practicable.

also
6. Let the parents/guardians of any children still of compulsory school age know the key findings of the risk assessment and the control measures you have introduced **before** the child starts work or work experience.



- 7 MacInnes Bros Ltd will ensure that young workers rights are adhered to and that they work within the limits of the hours they legally allowed to work.

Signed: 

Managing Director

Date: 31.01.2024

