



LONGBOROUGH
— FESTIVAL OPERA —


Safety Policy

Young Persons (Employment of)

1st March, 2024

This document describes the processes in place for the employment of Young Persons at Longborough Festival Opera.

It is subject to periodic review and is approved by the trustees.

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1. POLICY

The Trust is committed to compliance with the requirements of the Management of Health and Safety at Work Regulations 1999 (“MHSWR”) in so far as they apply to Young Persons.

2. DEFINITIONS

“Young Person” : A person who has not reached the age of eighteen

“Child” : A person who is not over compulsory school age (for practical purposes, this can be taken as a person who has not reached the age of sixteen)

“Employ” : Includes unpaid work

3. RISK ASSESSMENT

Note: See also SM 032 which should be read in conjunction with this Policy.

Regulations 3 and 19 of MHSWR require that an employer must not employ a young person unless a risk assessment has been made or reviewed in relation to the risks to the health and safety of young people, taking into account in particular:

- The inexperience, immaturity and lack of awareness of risks of young people
- The fitting-out and layout of a workstation or workplace
- The nature, degree and duration of exposure to physical, chemical and biological agents
- The form, range and use of work equipment and the way in which it is handled
- The organisation of processes and activities
- Risks from any special processes

4. SPECIFIC PROHIBITIONS

Young Persons **must not** be employed:

- In kitchens and other food preparation areas where hot work is involved
- In bars (other than for clearing tables, waiting at table and similar duties)
- In confined spaces or at height
- Operating dangerous machinery
- In any other tasks where risk assessment shows the individual to be unsuitable or there to be unacceptable risks

However, young persons may be trained in such tasks, or undertake them under the **DIRECT** supervision of a suitably qualified and competent person, if risk assessment deems that the individual's health and safety will not be compromised.

5. CHILDREN

Children are not normally employed, other than as performers on stage. In this case, the requirements of HR 013 "Safeguarding of Children and Vulnerable Persons" apply.