

### Employment of Young or Vulnerable Persons

There are a number of different regulations and codes of practice that highlight the need to consider the appropriate use of young or vulnerable persons in the workplace, and the activities they may carry out.

The definition of Young Persons varies depending on where you are seeking to employ them.

A vulnerable person is not specifically defined but great care needs to be taken to ensure the activities they undertake are within their physical and psychological capabilities. We should also remember that some persons vulnerabilities can be temporary as well as permanent. In both cases, a personal assessment and control plan is required and agreed not only with the person concerned, but also possibly with those who care for them. It is not uncommon for a vulnerable person to misunderstand their capabilities and the control needed when working in particular near animals.

In both cases, the assessment needs to include:

- The tasks they are to perform.
- The level and type of personal responsibility expected when carrying out that task.
- Their age.
- Their experience.
- Their access and egress capabilities.
- Their limitations.
- Their physical capabilities.
- Their personal development.

The requirement across all legislation is that you;

1. Complete a specific risk assessment for each young person considering all the aspects listed above.
2. Make a written record of that assessment.
3. Discuss the outcome of the assessment with the young person so that they understand the need to comply with the control measures.
4. Ensure the young person is working under close supervision where the levels of risk identify the need for special controls.
5. Ensure the young person understands that completing tasks that you have specifically prohibited is not acceptable and that they should not be tempted to “HAVE A GO” etc.

There are some specific prohibitions to be considered when assigning duties for Young Persons:

#### Under 16 Years of Age

<b>Duties Prohibited</b>	<p>Driving or operating mechanical equipment including Tractors.</p> <p>Using or assisting the use of pharmaceuticals or industrial harmful substances.</p> <p>Lifting or carrying of awkward or heavy items. Some bales of hay may fall into this category.</p> <p>Public trailer supervision [They may assist a supervisor but not be the only person present].</p> <p>Play equipment inspection.</p> <p>Dealing with members of the public who wish to make complaints.</p>
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### Under 17 Years of Age in Kitchens

<b>Duties Prohibited</b>	<p>Driving or operating mechanical equipment including Tractors.</p> <p>Lifting or carrying of awkward or heavy items. Some bales of hay may fall into this category.</p> <p>Any work in a commercial kitchen environment unless they are under instruction as part as a formal training program and are working under close supervision.</p> <p>Cleaning or operating large commercial food cutting equipment.</p> <p>Kitchen hygiene Inspections [unless under direct supervision and only as part of a recognised training program].</p> <p>Dealing with members of the public who wish to make complaints.</p>
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### Under 18 Years of Age

<b>Duties Prohibited</b>	<p>Driving or operating mechanical equipment including tractors without direct strict supervision.</p> <p>Driving or operating Public Transport Equipment.</p> <p>Direct contact or assisting the use of pharmaceuticals.</p> <p>Bale lifting and carrying [physical capabilities depending].</p> <p>Public trailer supervision [you may assist a supervisor but not be the only person present].</p> <p>Play equipment inspection.</p> <p>Dealing with members of the public who wish to make complaints.</p>
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### Additional Instructions

- Young persons and vulnerable persons must take allotted breaks throughout the day.
- Young persons must not carry out a task they are not trained to complete.
- Young persons must not complete any task that has been identified as requiring the young person's supervision without a supervisor being present.