

Productions Utilising the Engagement of Children

Relevant Legislation and Documents

Health & Safety in Employment Regulations 1995 Part 5 regulations 54,55,56,59

Further information is available from Actors Equity.

Special requirements associated with children include:

A child is defined as a juvenile of 16 years and under.

- 1) Age appropriate recreational materials, food, rest breaks, facilities and, where necessary, accommodation facilities.
- 1) Trained and adequate supervision.
- 2) Maximum working hours are:

Age of Juvenile	Maximum Hours per Day
Up to and including 8 year olds	6 hours
8 to 11 year olds	8 hours
12 to 16 years	10 hours

- 3) Juveniles must work no more than 5 consecutive days, and no more than 5 days in a calendar week. It is expected that young children will work fewer days.
- 4) Juveniles must have at least a twelve hour overnight break exclusive of travel time.
- 5) Babies under 12 weeks of age must be cared for by a parent or parent's approved alternative and must not be exposed to harsh light, extreme temperatures, irritants including irritating or contaminated make-up, infections or excessive handling.
- 6) Professional baby care present at all times and parental access to the baby guaranteed at all times.
- 7) Babies must not be exposed to direct lighting.
- 8) Makeup used must be non-irritating and uncontaminated.
- 9) No more than four people to handle baby during any single period of employment.
- 10) No person with respiratory or skin infection to come into contact with baby.
- 11) Access to parents and or adult accompaniment to and from work must be made available.
- 12) Adult chaperones should be employed on the basis of one to every five juveniles, depending on the age and time of day they are working.
- 13) These chaperones should undergo a thorough check as to their suitability to be in charge of minors. This should include a police record check.
- 14) Is also applicable to those working in Theatre in Education and has become a prerequisite for funding within the policies of the Arts Council of England.
- 15) All juveniles should be safe guarded with appropriate privacy and non-exposure to distressing scenes.
- 16) Children shall not be required to perform naked or with a naked person.
- 17) Children should be kept well away from pyrotechnics and or weapons

- 18) The Education Act must be complied with. This means that young actors of compulsory school age (in 2000 this means 6-16 years old) must not be engaged in work (whether as employees or independent contractors) in such a way that it has a detrimental effect on their education.
- 19) The production company must allocate appropriate time, facilities and supervision for the completion of school work for all juvenile actors, including those younger than 6 years old who are engaged in formal school programmes.
 - a) Methods of complying include:
 - b) Short term engagement. *School work can set by school, supervised by an appropriate tutor or chaperone.*
 - c) Long term engagements. *Correspondence School can be a suitable way of complying with the Act*
- 20) The production company will ensure that the children will be given at least 2 hours per working day to be allocated to schoolwork. This period shall not be broken into more than two periods except under extreme circumstances.
- 21) It is the responsibility of the parents to apply to the New Zealand Correspondence School to be educated by correspondence as required by the Education Act 1989.
- 22) When setting hours of work for the chaperones, bear in mind the age of their charges and the effect this has on fatigue levels for the chaperone.
- 23) A risk analysis for a production must clearly articulate if juveniles are to be involved in any capacity and must clearly state how they are to be directly supervised in any of their given tasks.