



3.15 Children in the workplace

Information Sheet

Purpose

The purpose of this information sheet is to provide information and guidance in relation to children (i.e. those under 18 years of age), in the workplace at the University of Adelaide and to meet the requirements of the [University's Health and Safety Policy](#). The University, has the "Primary duty of care" under the Work Health and Safety Act 2012 (SA) to ensure, so far as is reasonably practicable, that the health and safety of any other person, including children are not put at risk from work carried out as part of the conduct of the business or undertaking.

Q1 What activities does this information sheet apply to?

This information sheet applies:

- to any University activity relating to work, research or teaching; or
- where a parent/guardian brings a child into the workplace when they are undertaking a University activity.

The workplace includes:

- on a University campus; or
- as part of an off-campus activity.

Q2 Why might children be in the University workplace?

Children might be on Campus due to one of the following reasons.

- Under the direct supervision of the University:
 - as students enrolled in a course at the University;
 - as a participant in an outreach, engagement or marketing program of the University;
 - as a participant in research or teaching activity as research or teaching subjects;
- Visiting/attending the workplace with their parent or guardian.

Q3 What considerations need to be given to scenarios where children are enrolled in a course at the University?

It is not uncommon for first year undergraduate students to be under 18 years of age due to differential progression rates through primary and secondary schooling. Course coordinators need to give consideration to the age of the enrolled students when planning course components or related activities that are likely to involve underage students.

Any courses that are targeted at or predominantly contain students under the age of 18 must adhere to the requirements of the University of Adelaide [Pre-employment Screening Procedure](#)

It would be good practice for courses that may incidentally contain some under-age students to adhere to the requirements of the University of Adelaide [Pre-employment Screening Procedure](#) where the course may involve either overnight activities or activities that may involve a lecturer/tutor/demonstrator/guide/mentor being alone with an underage student.

Due consideration should be given to the level of supervision required for any hazardous activities that underage students may be required to undertake to fulfil the requirements of their course.

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Q4 What considerations need to be given to scenarios where children are involved in outreach, engagement or marketing activity at the University?

The University will often run activities for or designed to attract school aged students to engage with the University. Where these activities are undertaken within a University workplace the organising staff or volunteers must be mindful of the hazards associated with any activity and give due consideration to controls to prevent children from injuring themselves.

Staff that regularly organise for groups of children to attend the University must follow the requirements of the University of Adelaide [Pre-employment Screening Procedure](#)

Q5 What considerations need to be given to scenarios where children are participating as subjects in research or teaching activity at the University?

The University requires that any research involving human subjects obtains the appropriate ethical clearance (see <http://www.adelaide.edu.au/ethics/human/>). Where the research being carried out involves subjects whom are under 18 years of age, the research team must follow the requirements of the University of Adelaide [Pre-employment Screening Procedure](#).

Q6 What considerations need to be given to scenarios where children are visiting the University with their parent or guardian?

It is important that any children brought into the workplace by their parents:

- are not provided access to any laboratory, workshop or other area that contains hazardous plant, equipment or chemicals;
- are not left unattended within University buildings, in a University vehicle or at a University field site;
- are not placed into any situation that may endanger the child; and
- does not disrupt the workplace or the activities of other workers.

Q7 Are there situations where children should not be permitted in the workplace?

There are numerous situations where the presence of children (other than enrolled undergraduate students, work experience students or children being guided on a formal tour) in a University workplace would represent an unacceptable risk to either the child, the University or both and as such are inadvisable, these include:

- any location where hazardous chemicals, biological agents or radioactive materials are in use;
- any location where hazardous plant or equipment is in use;
- animal houses, plant rooms, roof tops, hazardous field locations, boats;
- on tractors, headers, quad-bikes or other farm machinery/equipment;
- any building sites where public access is restricted;
- during any examinations the child/children are not enrolled in;
- any activity from which children would normally be restricted.

Q8 Should I seek permission if I need to bring my child to or have my child in the workplace for part of the day?

Given the potential for disruption of your own work or the work of others it is reasonable to discuss with your supervisor or manager whether it is acceptable for you to have your children in the workplace (even in low risk areas).

Where the workplace has any hazards that could impact on the safety of your child, you should consult your supervisor or manager as to the appropriateness of having your child in the workplace.

Q9 Are there other University related documents/resources I should be aware of?

- [HSW Policy](#) Statement

Further Information

If you require further information, please contact a member of the [HSW Team](#).

Please note

This information sheet replaces the HSW Handbook Chapter 3.15 Children on Campus

The information and level of compliance within this information sheet will no longer be audited formally as part of the HSW internal audit program.

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