

# MMD

## MONDAY MORNING DISPATCH

BY Chadwick Lawrence

On the Legal Alternative, Sam & Nils explore key updates on immigration policy and the headline news about the ban on NDAs for workplace misconduct. Meanwhile, Daniel's video unpacks the Government's consultation on parental leave, with a focus on improving paternity rights. We also share best practice tips for employers supporting young people on work experience this summer.



THE LEGAL ALTERNATIVE



THE MEDIA HUB



WHAT'S GOING ON



UPCOMING EVENTS

## THE LEGAL ALTERNATIVE PODCAST

### 12. Immigration Policies, Banning of NDAs for Workplace Misconduct & Discrimination in Recruitment

Sam and Nils are back with key updates on immigration policy, including changes to skills and salary thresholds for skilled workers. They discuss the breaking news on the proposed ban of NDAs in cases of workplace misconduct, exploring the impact on confidentiality agreements. Plus, they answer a question on how job ads can unintentionally discriminate, and why careful wording matters.



[Watch on YouTube](#)

[Listen on Spotify](#)

## THE MEDIA HUB

### Parental Guidance



Separately from the progress of the Employment Rights Bill through Parliament, the Government is now also launching a consultation on the entire parental leave system in Great Britain. The review will focus on whether the current leave arrangements are fit for purpose and whether a revised system can meet objectives such as encouraging greater take-up of paternity leave and ensuring parents are not dissuaded from taking leave generally because of financial constraints.

## WHAT'S GOING ON

### Supporting Young People on Work Experience: Legal Duties and Best Practices for Employers This Summer

As summer unfolds, many organisations across the UK are welcoming young people into their workplaces for short-term work experience placements, backed by the government's vision to guarantee young people to have two weeks' worth of work experience, as seen by their 'Kickstart economic growth' manifesto.

These opportunities are invaluable for helping young people explore career paths, develop employability skills, and gain insight into the world of work. However, employers must be mindful of their legal and ethical responsibilities when hosting young people—especially those under 18.



### **Legal duties towards young people on work experience:**

If someone is 15, 16 or 17 years old, they might be legally classed as a 'young worker'. A young worker is someone who has reached school leaving age but is under 18.

### **Working hours and rest breaks:**

Young workers aged above 16 are subject to specific working time regulations, in accordance with the Working Time Regulations 1998:

- Must not work more than 8 hours a day.
- At least 12 hours' rest between working days.
- A 30-minute break if their working day is longer than 4.5 hours.
- Two consecutive days off per week.

For those aged under 16, who are wishing to get a head-start into working life, they can only work a limited number of hours during school holidays, depending on local authority by-laws.

For example, they are not allowed to work:

- For more than 4 hours unless a 1-hour break has been taken.
- Before 7am and after 7pm.
- If required by local bylaws, without the education department issuing an employment permit.
- In industrial workplaces such as factories, construction sites, except on work experience.

### **Health and safety:**

Additional health and safety considerations must be made regarding young people due to their lack of maturity, experience and knowledge of risks within the workplace.

### **To reduce risks:**

- Ensure young people have clear and sufficient supervision and training.
- A separate health and safety risk assessment should be carried out for young people.

### **Why this is so important:**

In 2021 a 16-year-old boy was seriously injured while on work experience after being trapped under a tractor. Upon investigation by the Health and Safety Executive, this was found to be caused by inadequate supervision and training. Consequently, the company was fined £50,000 by the Magistrates' Court. This case serves as a powerful reminder that when it comes to young workers, cutting corners can have dire consequences.

### **Conclusion:**

Work experience can be transformative for young people—but only if it's done right. By understanding your legal obligations and creating a safe environment, you can help shape the next generation of professionals while protecting your organisation from risk!

## UPCOMING EVENTS

### Seminars & Events

We're now on our summer break for seminars, but keep an eye out for our Autumn/Winter programme coming soon.



## Mental Health Awareness Sessions

### Mental Health Training

We're partnering with **Tailored Learning Solutions** to offer two day, in person, accredited Mental Health First Aid courses at our **Wakefield office**.

Accredited by MHFA England® and the Royal Society for Public Health, MHFAiders will improve knowledge and develop skills to support someone who may struggling and what to do with crisis support.

24-25 September

**NEW**

### Neurodiversity in the Workplace Training



Tailored Learning Solutions will be running a 1 hour webinar – Neurodiversity in the Workplace Aware – on Tuesday, 02 September, at 9.30 a.m. This short webinar aims to increase awareness/understanding and explain the correct terminology to use whilst also looking at common myths around neurodiversity.

This will be followed by a one-day in-person workshop – Neurodiversity in the Workplace for Managers – which takes place on Friday, 05 September, at 9.30 a.m., Chadwick Lawrence, Paragon Point, Wakefield, WF1 2DF. The aim of the workshop is to gain understanding around neurodiversity and to gain practical tools to create a more inclusive workplace. For further details on this workshop, please contact: [ken@tailoredlearningsolutions.co.uk](mailto:ken@tailoredlearningsolutions.co.uk) or [carolgledhill@chadlaw.co.uk](mailto:carolgledhill@chadlaw.co.uk).

Please note that, in order to attend the workshop you must register for and attend the one-hour webinar on 02 September. The cost for the webinar is £65 plus VAT and the fee to attend the webinar and the one-day workshop is £250 plus VAT. The course is CPD certified and, when completed, attendees will have access to the learning portal for 3 years.

**Details & booking:** [Tailored Learning Solutions](#)

**For more information, email:** [carolgledhill@chadlaw.co.uk](mailto:carolgledhill@chadlaw.co.uk)

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