

## Young person (including Work Experience)

Site: All sites	Date:		
Main activities: Any work activities suitable for Young Persons/Students on work experience placements (see guidance overleaf).			
<p>Maximum number of people exposed: Typically one Young Person/Work Experience Student, occasionally more than one. (May also be appropriate guidance for larger groups of Young Persons/Work Experience Students).</p> <p>Category, (skilled, visitor, trainee etc.): Young Person/Work Experience Student.</p> <p>Age range: Under 18 years of age. (A 'young person' is anyone under 18. A child is anyone below the minimum school leaving age (MSLA) which is currently 16).</p> <p>Frequency and duration of exposure: Daily - up to a full day (8hs)</p>			
<p>Hazards/Risks identified:</p> <p>In low risk environments (e.g. offices, Visitor Centres) with 'everyday' risks that will mostly be familiar to students/young people, existing arrangements should be sufficient. In environments with less familiar risks additional arrangements will be necessary to account for:</p> <ol style="list-style-type: none"> <li>1. Lack of experience</li> <li>2. Lack of awareness of existing or potential risks</li> <li>3. Lack of maturity</li> </ol>			
<p>Current action taken to reduce the risk (if any):</p> <ol style="list-style-type: none"> <li>1. All young persons and students on work experience placements shall receive a suitable induction to include information about the hazards and risks in the workplace and the health and safety precautions that are in place</li> <li>2. An assessment shall be made of the need for any training and for the level of supervision required for each person and for each work placement. This training and supervision shall then be provided</li> <li>3. Each young person and work experience student shall know how to raise any health and safety concern</li> </ol> <p>Risk assessment (taking account of existing controls): <i>Delete as appropriate (see notes overleaf)</i></p> <ol style="list-style-type: none"> <li>1. A serious risk remains requiring immediate action as detailed below</li> <li>2. A significant risk remains and will be further dealt with as detailed below</li> <li>3. This is considered a low/acceptable risk that is currently sufficiently well controlled</li> </ol>			
Agreed new/additional control measures:	When	Who	Done

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**NB This is a generic risk assessment for guidance only. Further or different controls may be necessary for specific individuals and jobs. This assessment should be modified and personalised accordingly and/or additional assessments completed.**

**Specific guidance – Young Persons and Students on Work Experience placements**

*In carrying out this risk assessment consider in particular if the work:*

- 1. Is beyond their physical or psychological capacity: this doesn't have to be complicated, it could be as simple as checking a young person is capable of safely lifting weights and of remembering and following instructions;*
- 2. Involves harmful exposure to substances that are toxic, can cause cancer, can damage or harm an unborn child, or can chronically affect human health in any other way: be aware of substances a young person might come into contact with in their work, consider exposure levels and ensure legal limits are met;*
- 3. Involves harmful exposure to radiation: ensure a young person's exposure to radiation is restricted and does not exceed the allowed dose limit;*
- 4. Involves risk of accidents that cannot reasonably be recognised or avoided by young people due to their insufficient attention to safety or lack of experience or training: a young person might be unfamiliar with 'obvious' risks. An employer should consider the need for tailored training/closer supervision.*
- 5. Has a risk to health from extreme cold, heat, noise or vibration: in most cases, young people will not be at any greater risk than adults and for workplaces that include these hazards it is likely there will already be control measures in place.*

A **child** must never carry out such work involving these risks, whether they are permanently employed or under training such as work experience.

A **young person**, who is not a child, can carry out work involving these risks if:

- 1. the work is necessary for their training;*
- 2. the work is properly supervised by a competent person;*
- 3. the risks are reduced to the lowest level, so far as reasonably practicable*

You must let the parents or guardians of any **child** know the possible risks and the measures put in place to control them. (This can be done in whatever way is simplest and suitable, including verbally).

**If in doubt seek further advice from your Line Manager or OSHA**