

## **Risk Assessment - Young People**

### **Relevant Legislation:**

*The Health and Safety at Work etc Act 1974*

*The Management of Health and Safety at Work Regulations 1999*

### **Why is there a specific need to conduct a young person's risk assessment?**

Young people are more at risk of injury due to their inexperience and immaturity. You may employ young people on a casual or temporary basis, or on work experience schemes. Whilst on work experience, students are legally regarded as employees.

### **What is the definition of a Young Person?**

Young people are defined as those under 18 years old. Children are also referred to in the Regulations and these are defined as anyone under the age of 16 years old.

### **So as an employer, what do I have do?**

Assess risks to young people before they start work. Factors that should be considered within the assessment are physical strength, possible smaller size, any health issues and any physical and learning difficulties.

- the assessment should generally take into account their inexperience and lack of awareness;
- following the assessment you should then provide information to parents or guardians of school age children about workplace risks and control issues before they start work;
- decide whether to prohibit young people altogether from certain work activities, for example using dangerous equipment or hazardous substances;
- you should provide suitable induction training , and clear instructions on the tasks you have decided young people should not be involved in. Where necessary young people should be supervised by a competent person.

### **Do I need to do a new assessment every time a new young person starts?**

No you don't need to repeat the risk assessment every time a young person starts work but you should always review the risk assessment if there are any changes to the work or personal factors unique to the individual e.g. medical conditions such as asthma.

## **Helpful Information**

- Risk Assessment - General Information Sheet
- HSE Catering Information Sheet No 21: Health & safety of children & young people in catering.
- Managing health and safety on work experience: a guide for organisers. HSG199 ISBN 0 7176 1742 4.

## **Contact**

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