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| This document should be reviewed at least every 12 months to maintain its effectiveness.  Record the details of any changes made as a result of these reviews in the table below: | | | | | |
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###### Contents

[1.0 INTRODUCTION 1](#_Toc181035960)

[2.0 LEGAL REQUIREMENTS 1](#_Toc181035961)

[3.0 EMPLOYMENT 1](#_Toc181035962)

[4.0 FURTHER CONTROLS 2](#_Toc181035963)

[5.0 EMPLOYEE RESPONSIBILITIES 2](#_Toc181035964)

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# INTRODUCTION

1. Young people are defined as those who are under 18 years of age. The Management of Health and Safety at Work Regulations (MHSWR) 1999 (as amended) require us to assess the health and safety risks to all of our employees and to identify what we need to do to comply with our legal duties to prevent or control those risks and ensure our employees’ health and safety.
2. A child is anyone who has not yet reached the official age at which they may leave school, just before or just after their 16th birthday (often referred to as the minimum school leaving age (MSLA).

# LEGAL REQUIREMENTS

1. Under health and safety law, employers must assess the risks to young people before they start work/work experience and tell them what the risks are.
2. Associated hazards, some young people may be at particular risk because of: -

* Their lack of awareness.
* Unfamiliarity with their surroundings.
* Being physically or psychologically less suited to certain tasks.
* Their lack of skills and training.

1. Employer's responsibilities, we will complete a risk assessment specifically relating to the employment of young people before employing them. The risk assessment will give particular consideration to the: -
2. Immaturity and inexperience of the young person and any consequential lack of awareness of risks.

* Health & safety training to be given to the young person.
* Extent of exposure to any chemical, biological, or physical agents.
* Nature and layout of the work area.
* Types of equipment, methods of use and work activities to be undertaken.

# EMPLOYMENT

1. Where a child is to be employed, communicate the findings of the risk assessment, together with protective and preventative measures to be taken, to a person having parental responsibility or rights for the child (e.g. parent or guardian, etc.)
2. If young people were considered in previous risk assessments then there will be no requirement to repeat the process, except as part of the normal review/revision of risk assessments.
3. In addition, will ensure young people are not exposed to risks at work that arise because of their lack of maturity or experience and any consequential lack of awareness of potentially dangerous situations. A young person will not be expected to do any of the following: -

* Work beyond their physical or psychological capabilities.
* Perform work which involves harmful exposure to radiation.
* Perform work which involves risks to health from noise, vibration, or extreme heat or cold.
* Perform work which involves harmful exposure to any agents which can chronically affect health, including those with toxic or carcinogenic efforts or those causing genetic damage or harm to an unborn child.

# FURTHER CONTROLS

1. will also: -

* Ensure adequate training and supervision is provided to enable the young person to undertake their job safely.
* Provide and train in its use, whatever personal protective equipment is needed to safeguard the employee e.g. ear and eye protection, helmet and footwear etc.
* Introduce health checks if there is a danger of ill health arising from the work.

# EMPLOYEE RESPONSIBILITIES

1. Employee's must: -

* Co-operate with management arrangements for young people in the workplace.
* Report any hazards to the employer.
* Follow any guidance, information, instruction, and training given by the employer.

1. Young people must: -

* Ask the employer or Site Manager if unsure about anything.
* Make full and proper use of all PPE issued to them.
* Not undertake any tasks unless they have been trained to do so.
* Report any hazards or defects to the employer or Site Manager.

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