



TRAINING FOR  
ELECTRICIANS LTD

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# EMPLOYER RISK ASSESSMENT – STUDENT WORK PLACEMENT

Ensuring workplace safety, compliance, and  
safeguarding for all learners on placement

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# 2025



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# Risk Assessment – Key Hazards & Controls

The purpose of this Risk Assessment is to ensure that all learners placed with employers through Training for Electricians Ltd are provided with a safe, supportive, and legally compliant working environment. Learners aged 16–18 are classed as children under UK law, which places an additional duty of care on both the Training Provider and the Employer to safeguard their health, safety, and welfare at all times.

This document is designed to:

- Identify potential hazards and risks that may affect learners during their placement.
- Ensure that suitable control measures are in place to protect learners.
- Confirm that learners are never exposed to activities outside of their training, competence, or legal restrictions (e.g., live electrical work, unsupervised tasks, or high-risk environments).
- Demonstrate that Employers have carried out their duty under the **Health and Safety at Work Act 1974**, **Management of Health and Safety at Work Regulations 1999**, and all relevant legislation, including safeguarding and equality laws.
- Provide assurance to Colleges, Parents/Guardians, and Training for Electricians Ltd that learners are undertaking meaningful, structured, and safe workplace activities.

Employers are required to complete this risk assessment prior to a learner starting their placement, and to review it if tasks, environments, or risks change. Copies of this completed assessment will be held by Training for Electricians Ltd, the Employer, and (where required) the College.

By completing this assessment, the Employer confirms that the placement is safe, appropriate, and supportive of the learner’s training and development.



Employer Name	Contact person / Supervisor
Workplace Address	Date of Assessment
Additional Notes / Actions	

1. General Workplace Safety	YES (✓)	NO (✓)
Is the workplace covered by valid Employers' Liability Insurance?		
Is the employer registered with an approved electrical body (e.g., NICEIC, NAPIT, or equivalent		
Have copies of insurance and compliance certificates (Employers' Liability, Public Liability, NICEIC etc.) been provided to Training for Electricians Ltd?		
Are Health & Safety policies in place and communicated to staff/visitors?		
Are first aid arrangements (trained first aider, kit, facilities) available on site?		
Is there a clear process for reporting accidents, incidents, and near misses?		

2. Work Enviroment	YES (✓)	NO (✓)
Is the workplace clean, tidy, and free from avoidable hazards?		
Are welfare facilities available (toilets, handwashing, rest areas, drinking water)?		
Are emergency exits clearly marked, accessible, and explained to learners?		
Are fire procedures (including assembly points) in place and communicated?		

3. Tasks & Supervision	YES (✓)	NO (✓)
Have learner tasks been clearly defined and risk assessed?		
Will learners be supervised at all times by a competent and qualified person?		
Is a named workplace mentor/supervisor assigned for the learner?		
Are Health & Safety policies in place and communicated to staff/visitors?		
Is it confirmed that students will not be left unsupervised or working alone at any time?		
Has the employer confirmed prohibited tasks in line with Training for Electricians Ltd Level 1 restrictions (no live work, no working above 2m, no lone working, no high-voltage work, no testing/certification)?		

4. Training & PPE	YES (✓)	NO (✓)
Will the learner receive a full site induction before starting including a Heath & Safety Induction?		
Is appropriate PPE required for the role (e.g., safety boots, hi-vis, gloves, eye protection)?		
Will training be provided on safe use of tools/equipment?		
Is there a process for reporting defective equipment or unsafe conditions?		
Has the student been briefed on the employer's site-specific Risk Assessment and signed confirmation?		

5. Safeguarding & Welfare	YES (✓)	NO (✓)
Are safeguarding and welfare policies in place and followed?		
Is the learner informed who to contact if they feel unsafe or unwell?		
Are steps taken to prevent bullying, harassment, or discrimination?		
Has the supervising electrician/mentor undergone a Basic DBS check (where applicable)?		
Will learners be treated fairly under Equality, Diversity, and Inclusion principles?		

Additional Risks (if applicable)	YES (✓)	NO (✓)	If yes, control measures:
Working at height?			
Manual handling?			
Lone working?			
Hazardous substances (COSHH)?			
Noise, dust, or environmental hazards?			

7. Confirmation & Sign off

- By signing below, both parties confirm that:
- A full risk assessment has been carried out prior to learner placement.
  - The learner will receive a site induction, supervision, and welfare support.
  - Training for Electricians Ltd will be provided with copies of insurance and compliance documentation.
  - The placement is safe, suitable, and compliant with statutory duties.

Sign off	Signature	Date (DD-M-YYYY)
Employer Representative		
Training Provider Representative		

*This Employer Risk Assessment – Student Work Placement can be downloaded from our website in the ‘Our Employers’ section, where your company logo, website links, and promotional materials are displayed. Hard Copies can be requested and collected from the Training center or sent via. Post*

