

# THE PARISH OF ST. GEORGE'S WORCESTER

## YOUNG PEOPLE AT WORK REF. No. 012

### Hazards associated with this activity

#### Legal requirements

You cannot employ a person under 18 for work which:-

- Is beyond their physical or psychological capacity
- Involves harmful exposure to radiation or agents which are toxic or carcinogenic, cause heritable genetic damage or in any other way chronically affect health
- Involves the risk of accidents which it can reasonably be assumed cannot be recognised or avoided by young people owing to their insufficient attention to safety or lack of experience or training
- There is a risk to health from; extreme cold or heat, noise, or vibration.

The only exemptions to this rule are:-

- Where it is necessary for training
- Where the young person will be supervised by a competent person & where any risk will be reduced to the lowest level that is reasonably practicable.

The law requires employers to inform young people of the risks to their health & safety. Similarly, employers of children (but not of young people over school leaving age) are required to provide parents with 'comprehensible & relevant information' on the risks to the child, together with details of the preventative & protective measures in place.

### Control Measures

#### Definitions of young people & children by age

- A young person is anyone under 18
- A child is anyone who has not yet reached the official minimum school leaving age (MSLA). Pupils will reach MSLA in the school year in which they turn 16.

Any young person/child is closely supervised by a person who is experienced, has maturity & is suitable to work with young people

The work area or tasks in which the young person/child will be employed has been assessed for safety & suitability.

All work equipment & hazardous substances that may be used by the young person have been selected & assessed for their safety & suitability.

Any young person has been shown the safe use of work equipment & hazardous substances before using them & this knowledge has been checked.

Any young person/child will not be placed in areas or situations known to have the possibility of threats of violence, abuse or physical assault.

Any young person will not be expected to supervise others unless this is part of their training & the work is properly supervised.

An induction session has been given which includes a basic introduction to health & safety, e.g. first aid, incident reporting, fire & evacuation procedures, no go areas & jobs etc.

- A check has been made on the young person's/child's understanding of each training / information session given.

The pace of work is steady & not hectic.

The young person/child is not subjected to, extreme hot temperatures, extreme cold temperatures, extreme noise, vibration or radiation unless they are necessary for their training, & the work is properly supervised by a competent person & the risks are reduced to the lowest level practicable.

The job does not involve long hours without a break, long periods of standing, excessive lifting & handling or night working.

The job does not involve lone working unless necessary for their training & the work is properly supervised by a competent person & the risks are reduced to the lowest level practicable.

If the young person/child is of or below compulsory school age, parental / carers consent has been obtained before the young person starts work .

- The young person/child (& their parents/carers in the case of compulsory school age or work experience students) has been informed of the key findings of all risk assessments & the measures put in place to control them.

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<b>Young people at work - continued</b>		
Further Considerations	Responsibility & target date	
To ensure this category of volunteer is included in the Volunteer Policy	Co-Ordinator	
Groups/people affected: Young people/child volunteers		
Signature of person responsible for this activity confirming that this risk assessment has been carried out with the relevant people	Signed: Print: J STEVENSON	Date: JAN2017
Approval by the Person in charge of area/Head of Department/Senior Manager (please indicate which)	Signed: Print: FATHER BRYAN	Date: JAN 2017