

Young Person Policy

Bright Beginnings aims to help young persons understand the importance of Health and Safety at Work and ensure Bright Beginnings is meeting its legal responsibilities.

Young persons/children participating in work experience are regarded as the placement provider's employees for the purpose of health and safety.

A **young person** is anyone under eighteen years of age.

A **child** is anyone who is not over compulsory school age.

RISK ASSESSMENT

Managers/ Area Supervisors should take account of any extra precautions required for young persons/children on work placements. Ensure risks to young persons/children are assessed before they start work, and the parents/carers of any young persons/children informed of the key findings of the risk assessment and control measures. The risk assessment must take into account specific factors such as immaturity, inexperience and lack of awareness, and medical conditions, physical and learning disabilities of the young person/child.

Managers/ Area Supervisors must comply with any restrictions or prohibition on work for young persons/children. Steps must be taken to isolate or make safe dangerous tools, plant, equipment or substance.

Parental / Carer Consent

Parental consent must be obtained before a child of compulsory school age is employed. (Work experience organisers usually organise parental consent for minors).

Induction / Training

Managers/ Area Supervisors should carry out induction training, including information on:

- Work activities any associated significant risks
- Health and safety instruction and training
- Bright Beginnings responsibilities
- Young person/child responsibilities

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- Name of the responsible person in the workplace for supervision of young persons/children

ADDITIONAL HEALTH AND SAFETY

Bright Beginnings complies with all requirements under the Working Time Regulations

Young persons risk assessments are kept in the Centre Risk Assessment File

This Policy was adopted on	24 th July 2017
Signed on behalf of the Centre	Fiona Hakin
Date for review	24 th July 2018