Swim England Safety Guidance

**Risk Assessment - Young Person at Work**

**Guidance and Information Document**

**Definitions:-**

**Young Person Not attained the age of 18**

**Child Not over compulsory school age (16)**

**Regulation 3 of the Management of Health and Safety at Work Regulations 1999**

*An employer shall carry out a risk assessment in respect of young persons employed by him, and the assessment shall be reviewed. The assessment will take particular account of:-*

1. *The young person’s inexperience, immaturity and lack of awareness of risks.*
2. *The fitting-out and layout of the workplace and workstation.*
3. *The nature, degree and duration of exposure to physical, biological and chemical agents.*
4. *The form, range and use of work equipment and the way in which it is handled.*
5. *The organisation of processes and activities.*
6. *The extent of the health and safety training provided, or to be provided, to young persons.*
7. *The risks from agents, processes and work listed in the Annex to the EC Directive. 94/33/EC on the protection of young people at work.*

The outcome of the risk assessment shall be communicated to the employee, or if a child, to the parent/guardian of the child.

**HAZARD: *Young Persons at Work***

**PERSONS at RISK: *Young Person***

**SUBJECT AREA: *General***

**Questions**

1. What specific hazardous areas and tasks might the young person/child encounter?

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1. Are there controls in place (e.g. training, supervision, prevention)?

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1. Will the young person/child be exposed to:-

* Hazardous chemicals?
* Hazardous work equipment?
* Hazardous working environment?
* Significant manual handling?

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1. Does the work involve physical stress?

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1. Could the work involve psychological stress?

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1. What controls are in place to minimise risk of the above?

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1. Are shifts and work rotas planned to ensure an appropriate mix of adult and non-adult staff?

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1. Could the inexperience and immaturity of the young person/child create a risk to others?

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**Observations and Recommendations for risk reduction**

**Hazard Rating LOW/MEDIUM/HIGH**

**Signed: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

***Risk Assessor: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_***

Dlfw/SwimEngland/Facilities/28.6.2017