Young Person Risk Assessment Guidance

Identification of general hazards that will require additional consideration for persons in the relevant categories. Young people as employees / work experience / students under the age of 18 years

For University of Bath students who are under 18 years of age, please also refer to the University's Child Protection and Safeguarding resources.

Young people have special rights under the Working Time Regulations. The rights of young workers - those over the minimum school leaving age but under 18 and those under the minimum school age on approved work experience schemes - differ in the following ways:

- a limit of eight hours working time a day and 40 hours a week (unless there are special circumstances);
- not to work either between 10pm and 6am or between 11pm and 7am (except in certain circumstances);
- 12 hours' rest between each working day;
- two days' weekly rest and a 30-minute in-work rest break when working longer than four and a half hours.

#	Hazards	How a child or young person may be affected	Required controls & measures
1	Use of work equipment including physical capacity	• Accidents, injuries and/or musculoskeletal disorders can occur in tasks requiring repetitive or forceful movements, particularly when combined with awkward posture or insufficient recovery time. • Young people may not be physically capable of driving or operating machinery designed for adults and they may not have the strength to operate the controls with ease.	• Individually assess the competence, maturity, experience etc. of the young person before allowing them to use any equipment, particularly powered equipment. • Take account of the physique and general health, age and experience of the young person in your assessment. • Provide appropriate information, instruction, training and effective supervision.
2	Workstations	• Young people may be more at risk as their muscles and bones may not be fully developed, they may not realise the risks of poor posture, and they may have developed	• Perform individual assessment of workstation • Provide appropriate training including the importance of correct posture and need for rest breaks.

#	Hazards	How a child or young person may be affected	Required controls & measures
		bad habits while using computers at school or in the home.	
3	Work dictated by machinery speed	• Young people may be more at risk as their muscle strength may not be fully developed, and they may be less skilled, e.g. in handling techniques or in pacing the work according to capacity. They may also be more subject to pressure to take on tasks that are too much for them, or to work too quickly.	• Take account of the age and experience of the young person in your assessment; • Provide training and effective supervision.
4	Use of hazardous chemicals	• Young people may have lower awareness of hazards, based on differences in training, experience, skills, personality and attitudes.	• No work may expose a young person to substances chronically harmful to human health, e.g. toxic or carcinogenic substances, or to effects likely to be passed on genetically or likely to harm the unborn child. • The COSHH risk assessment for each process should be extended to take into account inexperience and lack of awareness. • Careful attention should be paid to ensuring the Safe System of Work is appropriate for the individual. • Special care should be taken to minimise the chance of accidental spillage or release of hazardous substances. Provide careful training for action to be taken in such an event. • Provide effective training and supervision.
5	Manual handling	• Young people may have lower awareness of hazards, based on differences in training, experience, skills, personality and attitudes.	• Avoid manual handling operations so far as reasonably practicable. • Conduct a specific assessment for manual handling operations that cannot be avoided.

#	Hazards	How a child or young person may be affected	Required controls & measures
			• Reduce the risk of injury so far as reasonably practicable. • Provide effective training and supervision.

6	Biological agents	• In spite of their physical and physiological immaturity, young people are no more likely to contract infections from biological agents (micro-organisms) than adults. Like any other person, they may be at greater risk if they suffer from any other disease, are taking medication, or are pregnant.	• Young people should not handle animals infected with Hazard Group 4 biological agents.
			• You must take precautions for all employees regardless of their age or state of health against the risk of:
			  ○ infection at work;
			  ○ acquiring an allergy to certain micro-organisms; and
			  ○ toxicity (eg C botulinum).
			• Follow a risk assessment in line with the requirements of the COSHH Regulations
			• Control measures can often be as simple as maintaining high hygiene standards i.e. hand washing and use of gloves.

7	Lone working	• Young people may have lower awareness of hazards, based on differences in training, experience, skills, personality and attitudes.	• Avoid lone working wherever possible. • Carefully consider whether lone working is permissible for the person. • Consider the level of supervision necessary for the age and experience of the individual. • Consider emergency contact procedures.

#	Hazards	How a child or young person may be affected	Required controls & measures
8	Work at height	• Young people may have lower awareness of hazards, based on differences in training, experience, skills, personality and attitudes.	• Avoid work at height wherever possible • Ensure close supervision of all work at height including step stools and ladders.
9	Extreme cold or heat	• Young people's response to work in hot conditions will depend on physical fitness, physique and past experience of hot conditions. • In extremes of cold, people have varying abilities to tolerate the conditions. The risks are principally hypothermia and local cold injury (frostnip or frostbite). • People with certain health conditions need special consideration, e.g. heart conditions, sickle cell anaemia, asthma.	• Ensure that any intended exposure to extreme heat or cold is carefully assessed; • Minimise the risks by: o introducing suitable work patterns; o reducing work rate; o controlling work periods; o getting a medical assessment for the young person before they start work; and o ensuring proper supervision of the work.
10	Noise	• There is no evidence that young people face a greater risk of damaged hearing from exposure to noise than other employees.	• Ensure that your noise risk assessment is suitable and sufficient • Provide appropriate training to ensure the YP is fully aware of the risks • Provide supervision to ensure the YP complies with control measures
11	Vibration (hand-arm)	• There is no evidence that young people face a greater risk of developing hand-arm vibration syndrome from exposure to hand-arm vibration than other employees.	• Take action to protect all employees when exposure to vibration exceeds an acceleration of 2.5 metres per second squared (m/s2). However there may be some risks to health even below this level. • To avoid risks to young people: o identify hazardous equipment/tasks;

#	Hazards	How a child or young person may be affected	Required controls & measures
		• However, during adolescence there is an increased risk of non-occupational Raynaud's Disease, which can give similar symptoms to vibration white finger.	○ limit exposure to about 1 m/s2 normalised over 8 hours (A(8)), by reducing either the time of exposure and/or the vibration level; ○ provide competent supervision; and ○ consider health surveillance. • Young people with non-occupational Raynaud's Disease should not be exposed to hand-arm vibration.
12	Vibration (whole body)	• Regular exposure to shocks, low-frequency whole-body vibration e.g. driving or riding in off-road vehicles on uneven surfaces, or excessive movement may be associated with back pain and other spinal disorders. Younger people may be at greater risk of damage to the spine as the strength of their muscles is still developing and their bones do not fully mature until around the age of 25 years.	• Take action to protect employees when exposure to vibration exceeds an acceleration of 0.5 metres per second squared (m/s2). • To avoid risks to young people: ○ identify hazardous equipment/tasks; ○ limit exposure by reducing either time and/or level; ○ provide information and training on how to minimise the risk; and ○ consider health surveillance.
13	Ionising radiation	• The risk of developing cancer and hereditary defects from exposure to ionising radiation increases slightly for young people.	• Young people may not be employed to do work which exposes them to radiation, except for young people *over* the MSLA who are doing work necessary for their training, under proper supervision by a competent person, and providing the risks are reduced to ALARP.

#	Hazards	How a child or young person may be affected	Required controls & measures

			• **Under no circumstances can children of compulsory school age do work involving these risks, whether they are employed or under training such as work experience.**
			• Controlled by setting statutory annual dose limits. The main dose limits which relate to the whole body dose are the most important elements in relation to cancer risk. The limits for young people per calendar year are:
			  ○ 6 millisieverts (mSv) for trainees under 18 years (30% of the adult limit). Trainees (including students) are those aged 16 years or over receiving instruction or training involving work with ionising radiation.
			  ○ 1 mSv for employees below 18 years who are not trainees.
			• Design work procedures to keep exposure to ionising radiation ALARP, within the prescribed dose limits; and
			• Ensure that young people enter a 'controlled area' only under the terms of a written system of work.
			• Young people under 18 years cannot be included in the list of employees who you are required to classify as likely to receive doses higher than 6 mSv per calendar year from radiation exposure.

14	Non-ionising radiation	• Optical radiation: there is no evidence that young people face a greater risk of skin and eye damage than other employees.	• Optical radiation: People working outdoors should reduce their exposure to the sun in the summer months as much as is reasonably practicable.

#	Hazards	How a child or young person may be affected	Required controls & measures
		• Electromagnetic fields and waves: Exposure within current recommendations is not known to cause ill health to employees of any age. Extreme over-exposure to radio-frequency radiation could cause harm by raising body temperature.	• Exposure to electromagnetic fields must not exceed the restrictions on human exposure produced by the Health Protection Agency/Radiation Protection Division (HPA/RP).
15	Psychological capacity	• In the majority of jobs there is no difference in the kind of mental and social skills used by young people and adults. However there will be large individual differences in the psychological capacity of young people, based on differences in their training, experience, skills, personality and attitudes. • Some areas of work could be beyond a young person's mental and emotional coping ability, such as dealing with violent and aggressive behaviour, and decision making in stressful situations.	• Risk assessment should focus on critical tasks which rely on skill, experience and an understanding of the task requirements. • Provide suitable training and effective supervision, particularly where they might be: o using machinery with exposed dangerous parts, e.g. food slicing machinery; o potentially exposed to violent or aggressive behaviour.