

WORKERS UNDER 18S – RISK ASSESSMENT

Next Gen
Support
Services

Approved by:	Omar Salahuddin	Date: 14/08/25
Last reviewed on:	14/08/25	
Next review due by:	31/08/26	

RISK ASSESSMENT FOR EMPLOYMENT OF YOUNG PERSONS

Under health and safety law, you must assess the risks to young people under 18 years old, before they start work / work experience and tell them what the risks are. An employer must assess the risk of a person's ability and should take into account:

- Inexperience
- Lack of awareness of risk
- Immaturity
- Layout of working area
- Form, range and use of equipment
- Manual handling
- Exposure to biological or chemical agents
- Exposure to heat, noise and vibration
- Extent of training required

Name of employee	
Risk assessment completed by	Omar Salahuddin
Job title	Head of Services
Date completed	14/08/24
Who will be responsible for the health, safety and welfare of the above employee while they are in the workplace?	Omar Salahuddin

Using the following table are there any of the listed hazards / factors present in the workplace? No

If any of the following are ticked **yes** please provide details of what precautions and countermeasure are in place to prevent the above employee coming into contact / being exposed to these.

Hazard / Factors	No	Yes	Countermeasures / Precautions taken
Verbal abuse and / or aggression	<input checked="" type="radio"/>	<input type="radio"/>	Induction Code of conduct Reminders of behaviour Reminders about appropriate language
Manual handling	<input checked="" type="radio"/>	<input type="radio"/>	Guidance Training Team support
Extreme temperatures	<input checked="" type="radio"/>	<input type="radio"/>	Where temperature is equals or less than 16 degrees, ensure adequate heating from building supports staff, and or add additional add-on heaters to support raise temperature to appropriate level to support the team. Where temperature is too high, increase ventilation, fans or supplement with portable air conditioning unit.
Noise	<input checked="" type="radio"/>	<input type="radio"/>	Noise cancelling headphones
Vibration	<input checked="" type="radio"/>	<input type="radio"/>	Find an alternative area of space from the vibration
Ionising radiation	<input checked="" type="radio"/>	<input type="radio"/>	Consider timing, distance and shielding from any systems of radiation
High voltage electricity	<input checked="" type="radio"/>	<input type="radio"/>	Rules Guidance Restricted Areas Secured Access Protective Mats
Machinery	<input checked="" type="radio"/>	<input type="radio"/>	Rules Guidance Training
Hazardous substances	<input checked="" type="radio"/>	<input type="radio"/>	COSHH Risk Assessed Guidance Training
Biological agents e.g. Rubella, HIV, tuberculosis	<input checked="" type="radio"/>	<input type="radio"/>	Guidance Training PPE
Could any task be reasonably considered to be beyond a young person or volunteer's physical or psychological capacity? E.g. through mental or physical fatigue	<input checked="" type="radio"/>	<input type="radio"/>	
Are there any risks in the workplace which could pose a threat to an individual's health and safety due to their lack of awareness, or their	<input checked="" type="radio"/>	<input type="radio"/>	

Hazard / Factors	No	Yes	Countermeasures / Precautions taken
immaturity (if a student)? E.g. violence			
Are there any arrangements for protective clothing if necessary?	<input type="radio"/>	<input checked="" type="radio"/>	PPE – Face mask, disposable aprons, disposable hand gloves, hand sanitisation, safety goggles, dusk masks etc.
Are there arrangements for special health and safety training if necessary?	<input checked="" type="radio"/>	<input type="radio"/>	Induction Plan H&S Training COSHH Training
Will the individual be required to use any equipment? If yes, ensure that they can physically use the equipment and they receive proper training.	<input checked="" type="radio"/>	<input type="radio"/>	Training provided any printers, 3D printers, VR headsets, computers and robotics sets
Have you taken all necessary reasonable practical steps to ensure that young persons are not exposed to any work that could adversely affect their health and safety?	<input type="radio"/>	<input checked="" type="radio"/>	
Is the workplace safe for the individual to be in?	<input type="radio"/>	<input checked="" type="radio"/>	Sign and out access Reception staffed by landlord Secure access to the main area of the workplace
Are there any other factors which might adversely affect the health and safety of the young person	<input checked="" type="radio"/>	<input type="radio"/>	