



**Persimmon**

Health, Safety  
& Environment  
Department

# Young Persons Standards



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# 1. Introduction

A young person is defined as someone who is under the age of 18. The purpose of these standards is to give guidance on how a young person's health and safety must be managed within the business. Additional consideration is required for a young person due to a lack of experience or awareness of potential risks as a result of their maturity level. It is important to ensure young workers have the appropriate supervision and management arrangements.

A young person under the age of 16 is not permitted to carry out any work on construction site, this includes work experience. A young person under the age of 16 may attend the office for work experience purposes, due to the lower level of risk in an office environment.



## 2. Risk Assessment & Introduction

Each young person must have an individual risk assessment carried out by the site manager, apprentice master or the sub-contractor responsible for the young person. For office environments this would be the person who has allocated responsibility for them. Young persons must be inducted onto the site or office the day they start their employment or work experience by the person responsible for them. For employed young persons the local Group HS&E Advisor or Apprentice Master will carry out a full young person's induction within a month of their start date.

Consideration must also be given to:

- The layout of the workplace
- The physical, biological and chemical agents the young person will be exposed to
- How and what work equipment they will handle
- How the work and processes are organised
- The extent of health and safety training needed
- Any medical conditions the young person may have

These considerations should be straightforward in a low-risk workplace, such as an office. In higher-risk workplaces, such as construction and manufacturing sites the risks are likely to be greater and will need more attention to ensure properly controlled. The local Group HS&E Advisor will be able provide assistance where required for those completing a young person risk assessment.

Refer to HSMS Risk Assessment [027](#) – Template Young Person Risk Assessment





### 3. Supervision

When a young person is authorised to work on site, they must be partnered with a mentor and that mentor will be responsible for the day to day supervision of the young person to ensure that they stay safe as far as reasonably practicable. The mentor must also ensure that the young person stays within sight, this is important when they first attend site. As the young person's site experience develops the mentor may give them more freedom of movement.

The mentor must ensure that the young person works within what is detailed in their individual risk assessment.

### 4. Tools & Work Equipment

Young persons may only use tools and equipment they have been officially trained to use by the college or by the tool manufacturer (Paslode Nail guns etc.). Mentors are generally not qualified as trainers.





## 5. Work at Height

Young persons are allowed to work at height, if the work they are undertaking requires it. Their individual risk assessment must identify the necessary control measures to prevent the young person from falling from height, taking into consideration their lack of experience and likelihood that they would not perceive a risk like an adult would. The young person's mentor should always have sight of the young person when they are working at height.

## 6. PPE/RPE

Young persons must be issued the correct PPE prior to starting on site, if the work that they carry out produces dust then they must be face fit tested and issued an appropriate FFP3 dust mask.



## 7. School/College Site Visit

Schools/ colleges may at time request to visit construction/ manufacturing sites; this must be agreed by the Construction Director.

The school/college must supply the following:

- Insurance policy
- Appropriate supervision
- A risk assessment
- Ensure that the children have stout footwear/ outdoor clothing (no sandals)

The Site Manager with the assistance of the Group HS&E Advisor will ensure that:

- They restrict plant movement
- Supply hard hats and high visibility vests
- Prepare a safety brief
- Carry out a site specific risk assessment

Refer to:

HSMS [Guidance](#) – Template School/ College Safety Briefing

HSMS Risk Assessment [027A](#) – Template School/ College Visit

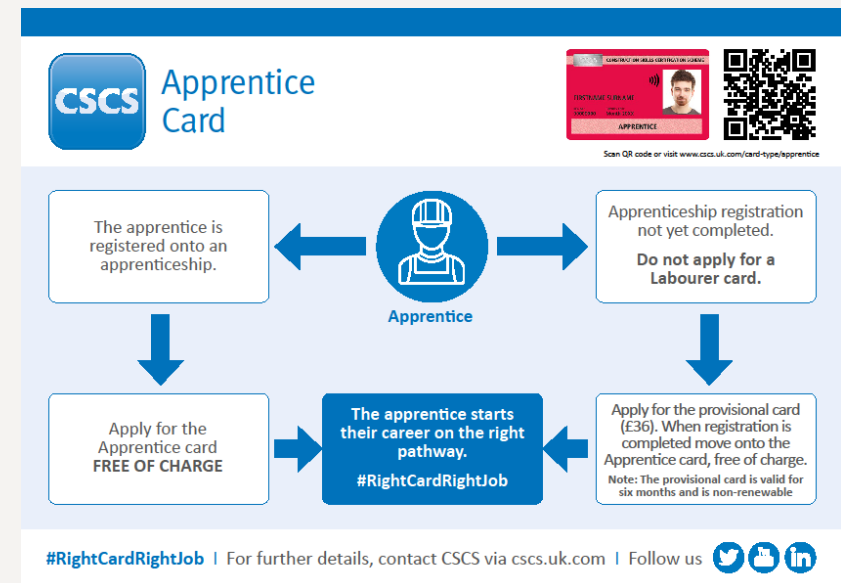






## 8. CSCS

Any young person or apprentice working on a construction site must have a Trainee or Apprentice CSCS card within 1 month of starting work on site. Until the time they have the card, they must be closely supervised by their mentor at all times.





## 9. Monitoring

It is essential that a young person is closely monitored by their mentor or the person responsible for them. The local Group HS&E Advisor will also check on any young persons during their site visits.

## 10. Further Reading

[HSE guidance - Young Workers](#)

## 11. Toolbox Talks

Refer to HSMS [TBT](#) – Young persons: how we must look out for their H&S on site

