



# Young Persons: How we must look out for their H&S on site

**Audience:** Site Management, Trade Supervisors and Mentors

**Presenter:** GHSEA, Site Manager, Contract Managers, Apprentice Masters



## The Risk

Construction sites are hazardous places, even for adults who are aware of the dangers.

Young people, with their lack of safety awareness, are particularly at risk of work related injury or ill health. As managers, supervisors or mentors you must be aware of the following:

- Young people will not have the same level of safety awareness as someone more experienced.
- For some young people a construction site will be their first experience of a place of work.
- There is greater responsibility on the employers of under 18 year olds.
- Young people will require a greater level of supervision than an adult, the level depending on their job and site conditions.
- Young people might create dangerous situations because of an eagerness to please.



## Protecting Young Persons

A young person's risk assessment must be carried out for each individual young person by the Site Manager, Apprentice Master or the sub-contractor, responsible for the young person. Each young person must have a site induction prior to working on site.

Each young person must be allocated a mentor, the mentor must ensure that the young person is in sight of them at all times.

**The person responsible for the young person must be aware of the following:**

- Be aware of their lack of safety awareness, their physical and psychological immaturity and their inexperience.
- Only give young people jobs to do that they can cope with both physically and mentally.
- Do not allow young people to carry out particularly dangerous jobs such as using cartridge operated tools, unless they have been trained to use them.
- Whatever the job, ensure the level of supervision is adequate.
- Be aware that if young people are working near to you be prepared to stop any activity that is clearly unsafe. You must lead by example.
- Encourage young people to speak out if they do not feel safe with what they have been asked to do; it may only be a case of reassurance or maybe more supervision is required.
- Do not tolerate horseplay or other unsafe high spirits.