

APPENDIX 2: HEALTH AND SAFETY OF YOUNG PEOPLE

During the work placement the health and safety of the young person and those working with them is paramount. The pupil is leaving a safe school environment and entering a potentially more dangerous working environment and we have a joint responsibility to ensure the safety of the pupil. There is a general duty of care from the employer to his employees to ensure their health, safety and welfare at work. In addition there are more specific duties under the training for employment regulation in respect to:

'An employer or self-employed person owes a duty to his trainees even where there is no contract with the trainee'.

Both school and the employer must work together to ensure a safe environment for the pupil whilst on placement. Hence both parties should understand and carry out their respective roles and responsibilities.

SCHOOL RESPONSIBILITIES

- (a) If a 'new' placement is being organised with an employer the school should carry out a risk assessment on the suitability of the organisation's working environment for the pupil/s.
- (b) The school and the employer have agreed the roles and responsibilities to be undertaken by each pupil whilst on placement.
- (c) To brief pupils on basic health and safety issues.
- (d) To endeavour to ascertain that the pupil is suitable for the placement in relation to health and safety, hazardous conditions, undue risks, hygiene etc.
- (e) To ascertain the health and any medical background which may affect the placement of the pupil.
- (f) To visit the pupil in order to:
 - confirm that both pupil and employer are content with the arrangement;
 - discuss pupil's progress with the employer or his/her representative i.e. the pupil's immediate supervisor.

EMPLOYER RESPONSIBILITIES

- (a) To ensure that pupils only carry out the duties and responsibilities as agreed with the school.
- (b) To brief the pupil on arrival, on all relevant health and safety aspects (e.g. identify fire exits, fire prevention measures, first aid, areas of possible danger etc.).
- (c) To advise the pupil of the company's written health and safety policy (5 or more employees).
- (d) To ensure that the pupil will not:
 - be asked to operate machinery e.g. band saw, circular saw etc.;
 - come into contact with dangerous substances;

- be placed in a situation of danger e.g. working at heights, areas of high noise level, where there are extremes of heat/cold;
- (e) To provide and maintain safe plant and systems of work.
- (f) To maintain a safe condition of the place of work and access to it and egress from it.
- (g) To provide and maintain a working environment that is safe and without health risks, including adequate arrangements for the welfare of employees.

To ensure that all accidents involving pupils are reported to the school immediately.