	STR – Safety Management System Section 8.3.7 Young People	REF: SMS 8.3.7 ISSUE: 01 DATE: May 2021 PAGE: 1 of 2
--	---	---

### 8.3.7.1 Introduction.

The following definitions are used in UK law:

Young Person – anyone below the age of 18.

Child – anyone who has not yet achieved the minimum school leaving age (MSLA) in the school year in which they turn 16.

The STR aims to provide educational and work experience opportunities throughout its activities to young people and to children below the age of 16 (starting from 14) through a number of initiatives including its STRIVER (TRG) scheme as well as programs involving young persons.

Where a program or event involves children below 16 years of age then the appropriate Safeguarding requirements are complied with along with relevant Health & Safety legislation.

**The STRIVERS (TRG) program is currently suspended thus this policy does not include any requirements needed to support the STRIVERS (TRG) program.**

### 8.3.7.2 Requirements.


Under the Management of Health and Safety at Work Regulations 1999, the STR has a responsibility to ensure that young people employed by them are not exposed to risk due to:

- Lack of experience.
- Being unaware of existing or potential risks.
- Lack of maturity.

Thus, the STR must consider:

- The layout of the workplace.
- The physical, biological and chemical agents they will be exposed to.
- How they will handle work equipment.
- How the work and processes are organised.
- The extent of health and safety training needed.
- Risks from particular agents, processes and work.

This is done by a Young Person Risk Assessment covering the individual and the proposed task which is and is shared both with the young person and the STR staff member or volunteer charged with supervising the young person whilst they are working on the railway.

	STR – Safety Management System Section 8.3.7 Young People	REF: SMS 8.3.7 ISSUE: 01 DATE: May 2021 PAGE: 2 of 2
--	---	---

### **8.3.7.3 Arrangements.**

Once it is established that a young person wishes to work on the railway the following must be undertaken:

- An individual task related risk assessment is undertaken for each young person prior to their commencement of work.
- Any control measures required by the risk assessment are agreed with the person supervising them.
- Key features of the risk assessment to be shared with the young person before they start work.
- Chair of Trustees and H & S Adviser must be advised of the proposed work placement and confirm in writing their agreement to it.
- Details of work placement must include:
  - Name and Age of Young Person including date of birth.
  - Details of Task young person will be doing.
  - Anticipated time spent doing the task and frequency of attendance at the railway.
  - Name of STR Staff or volunteer who will supervise the young person.
  - Date of first day of work.

Should the young person wish to undertake a different task there must be an additional risk assessment covering the new task before work commences.

### **8.3.7.4 Applicable Legislation.**

The Management of Health and Safety at Work Regulations 1999.

### **8.3.7.5 References.**

INDG 364 Rev 1 06-2013 Young People & Work Experience A Brief Guide to H & S for Employers.

### **8.3.7.6 Documentation**

STR-RA10 Young Persons Risk Assessments.