TOOLBOX TALK #20

Vital GRP

Young people on site

Prepare: Quiet location? No distractions? Talk aids ready? **Reason:** Construction sites are hazardous paces, even for

adults who are aware of the dangers.

Why: Young people, with their lack of safety

awareness, are particularly at risk of work-related

injury or ill health/

Outline: This talk will cover why young persons are vulnerable

and what we all should be doing to safeguard their

health and safety on site



Who is a young person

- Health and safety law defines a young person as being over school leaving age but who has not yet reached the age of 18
- The law does not prohibit the employment of young people on construction sites.

What are the problems?

- 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 .
- Changes in legislation now place a greater responsibility on the employers of under 18 year olds. Restrictions exist as to the competence of such people to drive plant and equipment.
- Young people will require a greater level of supervision than an adult, the level depending on their job and site conditions.
- Young people might be more tempted to arraive at work whilst unfit due to several factors.
- Young people might create dangerous situations because of an eagerness to please.

Protection of Young people

- Be aware of their lack of safety awareness, their physical and psychological immaturity and their inexperience.
- Risk assessments must take account of young people being on site and jobs that they are required to do; it's a legal duty.

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NOTES

Young people on site

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.
- 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.
- 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 supervision is required.

Q. What actions should you take it you witness a young person in a position of danger?

- Ensure that young people attend site induction even if they are only going to be onsite for a short time.
- Do not tolerate horseplay or other unsafe high spirits.

Note to supervisor: Now inform your workforce of the company policy regarding safeguarding the health and safety of young people on site.

Do you have any questions for me?

Questions for you

Q: What do you do if a young person arrives unfit for work?

A: How do you assess the correct level of supervision?

Sources: Young people at work: The law - HSE Young people at work: Overview - HSE https://www.hse.gov.uk/young-workers/employer/index.htm Young people at work: Work experience - HSE