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| **Young Persons** |
| **Description of activity**  Employment of a young person (<18yrs) under training and supervision of a competent supervisor.  Installation of architectural film and related surfaces refurbishment works for the purposes of contributing to work and the learning of general and trade skills and general activities in the office as required.  The activities require all those necessary contributing to the development of the young person into a useful operative excluding those activities and exposures set out in the management regulations for a young person except when they are undergoing training and are under the close supervision of a competent person. |

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| **Hazards & consequences** |
| The hazards are no different to the normal daily hazards that the assigned trade person would be exposed to in our environments.  *See individual risk assessments for activities as applicable.* |

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| **Tools & equipment used** |
| All trade tools and equipment that the assigned trade person may require to use. |

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| **Persons likely to be exposed to the risk** |
| This assessment is to cover the young person.  Risks to others is covered in the company risk assessments. |

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| **Initial risk** | **Without controls and precautions in place** | | | | | | | | | |
| Likelihood | 1 | | 2 | | 3  **X** | | 4 | | 5 | |
| Severity | 1 | | 2 | | 3 | | 4 | | 5  **X** | |
|  | |  | | | | | | | | |
| **Initial risk rating** | | 15 | | **High** | |  | |  | |  |
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| **Acceptable** | | No | |  | |  | |  | |  |

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| **Control measures** |
| As a minimum the following will be put in place;   * Assigned a trade person (mentor for the trade). * Assigned an experienced and competent supervisor to oversee allocated activities and monitor. * Progress monitoring by Contract Manager and Director. |
| **Training**   * Company induction and safety induction training. * Site safety induction. * Trade training – skills required on-the-job and where required formal off-the-job training at a training organisation and working towards CSCS and NVQ where appropriate. * Training in the use, care, storage, maintenance of PPE. * Attendance at team briefings and tool box talks. * Regular 3 monthly appraisals (Contract Manager / Director).   **Personal Protective Equipment**  PPE issued as required for the activities undertaken, as identified through general and specific risk assessments.  **Risk assessment**   * See company risk assessments. * The risk assessments of the company have been reviewed individually by the Contract Manager and Director to ensure that they are suitable and sufficient, together with this risk assessment, for the hazards and consequent risks faced by a young person. They have been found to be suitable and sufficient; without modification.   **General**   * The use of dangerous machines (e.g. circular saws, band-saws and routers), as outlined in the management regulations and the Provision and Use of Work Equipment Regulations (PUWER) and associated ACOPS and guidance notes and any other relevant regulations is specifically excluded, until the trainee has been trained and passed competent at a HSE approved training organisation. * The use/operation of mobile plant is prohibited. * The activity of acting as a banks-person is prohibited. | | |

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| **Comments** |
| Their exuberance and willingness to help, inexperience, immaturity makes young people vulnerable in their own right. By close mentoring and supervision, we hope to engender correct and safe working and of being safe during work activities. |

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| **Residual risk** | | **With controls and precautions in place** | | | | |
| Likelihood | | 1 | 2  **X** | 3 | 4 | 5 |
| Severity | | 1 | 2 | 3 | 4  **X** | 5 |
|  | |  | | | | |
| **Residual risk rating** | | 8 | **Low** |  |  | |
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| **Acceptable** | | Yes |  | | | |
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| **Assessor** | Anthony Rose | **Signed** |  | | **Date** | 4/1/23 |