

YOUNG PERSON RISK ASSESSMENT

ASSESSMENT — EMPLOYER FILE

Before a person under 18 starts — the reg 3(5) factors, the reg 19 limits, supervision, a parent told

KD-HR-YP-005 Rev A0

MHSWR 1999 reg 3(4): an employer does not employ a young person — anyone under 18 (reg 1(2)) — unless it has made or checked its risk assessment for the risks to young persons, taking particular account of the factors in reg 3(5), set out in section 2. Reg 19(1): young persons are protected from risks that follow from their lack of experience, their lack of awareness of risks, or not yet being fully mature; reg 19(2) lists the work they are not employed for (section 3). A child is a person not over compulsory school age — in Scotland, not over school age (reg 1(2)); before employing a child the employer gives a parent comprehensible and relevant information on the risks, the controls, and any risks notified to it under reg 11(1)(c) (reg 10(2)). HSE: work experience students are your employees, like any other young person you employ. With five or more employees the significant findings and any group especially at risk are recorded (reg 3(6)). Working time for a young worker — over compulsory school age and under 18 — is limited by regs 5A, 6A, 10(2), 11(3) and 12(4) of the Working Time Regulations 1998 and logged on KD-HR-WT-003. The business arrangement is KD-HSA-YN-018; the first-shift check on site KD-SITE-NS-006; the toolbox talk KD-TBT-YW-035. Written for Great Britain; Northern Ireland has its own management regulations with equivalent duties — use those there.

A CHILD IS NOT EMPLOYED ON CONSTRUCTION WORK. No child — in England and Wales, anyone not over compulsory school age (Education Act 1996 s.558) — may be employed in any industrial undertaking, which expressly includes the construction, reconstruction, maintenance, repair, alteration and demolition of any building or other work of construction (Employment of Women, Young Persons, and Children Act 1920, s.1(1) and Schedule). In England and Wales the only exception is work experience arranged by the local authority, or by the school on its behalf, for a child in the last two years of compulsory schooling (Education Act 1996 s.560, England and Wales) — never a paid, Saturday or holiday job — and the restrictions on young persons' work then apply to that child too. Outside England and Wales, check the work experience rules there before a child comes on site. Anyone under 16 employed in the undertaking is entered on a register of persons under 16 with their dates of birth, open to inspection (s.1(4) of the 1920 Act) — kept apart from this sheet.

1 THE YOUNG PERSON

EMPLOYER	YOUNG PERSON	AGE ON START DATE	START / PLACEMENT DATES
CHILD — not over compulsory school age (in Scotland, not over school age): arranged work experience only, and section 6 before the start YOUNG PERSON — over compulsory school age and under 18	Apprentice or trainee Work experience placement — HSE: a work experience student is your employee		
CHILD ONLY — WORK EXPERIENCE ARRANGED BY			
SCHOOL, COLLEGE OR TRAINING PROVIDER	NAMED SUPERVISOR — COMPETENT PERSON		JOB AND TASKS

2 WHAT THE ASSESSMENT TAKES PARTICULAR ACCOUNT OF (REG 3(5))

(a) Inexperience, lack of awareness of risks, and immaturity

WHAT THIS MEANS FOR THIS PERSON AND THIS JOB

(b) The fitting-out and layout of the workplace and the workstation

WHAT THIS MEANS FOR THIS PERSON AND THIS JOB

(c) The nature, degree and duration of exposure to physical, biological and chemical agents

WHAT THIS MEANS FOR THIS PERSON AND THIS JOB

(d) The form, range and use of work equipment and the way it is handled

WHAT THIS MEANS FOR THIS PERSON AND THIS JOB

(e) The organisation of processes and activities

WHAT THIS MEANS FOR THIS PERSON AND THIS JOB

(f) The extent of the health and safety training provided or to be provided

WHAT THIS MEANS FOR THIS PERSON AND THIS JOB

(g) Risks from the agents, processes and work listed in the Annex that reg 3(5)(g) refers to
WHAT THIS MEANS FOR THIS PERSON AND THIS JOB

3 WORK A YOUNG PERSON IS NOT EMPLOYED FOR (REG 19(2)) — AND THE ONLY EXCEPTION

Reg 19(2), in full: "Subject to paragraph (3), no employer shall employ a young person for work— (a) which is beyond his physical or psychological capacity; (b) involving harmful exposure to agents which are toxic or carcinogenic, cause heritable genetic damage or harm to the unborn child or which in any other way chronically affect human health; (c) involving harmful exposure to radiation; (d) involving the risk of accidents which it may reasonably be assumed cannot be recognised or avoided by young persons owing to their insufficient attention to safety or lack of experience or training; or (e) in which there is a risk to health from— (i) extreme cold or heat; (ii) noise; or (iii) vibration, and in determining whether work will involve harm or risks for the purposes of this paragraph, regard shall be had to the results of the assessment."

(a) Beyond physical or psychological capacity — e.g. heavy or repetitive lifting, long shifts, work that needs judgement they have not yet built
COULD THE JOB INVOLVE IT? HOW IT IS KEPT OUT OF THEIR WORK — OR THE REG 19(3) EXCEPTION BELOW

(b) Harmful exposure to agents which are toxic or carcinogenic, cause heritable genetic damage or harm to the unborn child, or in any other way chronically affect health — e.g. silica and other respirable dust, asbestos, lead, isocyanates, solvents, resins
COULD THE JOB INVOLVE IT? HOW IT IS KEPT OUT OF THEIR WORK — OR THE REG 19(3) EXCEPTION BELOW

(c) Harmful exposure to radiation — e.g. industrial radiography on the site
COULD THE JOB INVOLVE IT? HOW IT IS KEPT OUT OF THEIR WORK — OR THE REG 19(3) EXCEPTION BELOW

(d) Accident risks they are unlikely to recognise or avoid — e.g. work at height, moving plant, live services, excavations, cutting tools
COULD THE JOB INVOLVE IT? HOW IT IS KEPT OUT OF THEIR WORK — OR THE REG 19(3) EXCEPTION BELOW

(e) Health risk from extreme cold or heat, noise or vibration — e.g. breakers, compactors, cut-off saws, winter outdoor work, hot roof spaces
COULD THE JOB INVOLVE IT? HOW IT IS KEPT OUT OF THEIR WORK — OR THE REG 19(3) EXCEPTION BELOW

Reg 19(3) — the exception: reg 19(2) does not prevent employing a young person who is not a child for that work where it is necessary for their training, a competent person supervises it, and the risk is reduced to the lowest level reasonably practicable. It never applies to a child.

WHY IT IS NECESSARY FOR THEIR TRAINING

COMPETENT SUPERVISOR

RISK REDUCED TO THE LOWEST LEVEL BY

4 RESTRICTIONS, SUPERVISION AND WORKING TIME

Strike out any line the assessment does not need, with the reason in the box below.

No working alone at any time

No operating plant, vehicles or powered access unless section 3 records the training need, the supervisor and the controls

No work at height except as section 3 allows, and then supervised

No work under a permit, on or near live services, in excavations or in confined spaces

Vibrating and noisy tools only within the vibration and noise assessments and section 3

Supervised by the named competent person, who has been told these restrictions

Working time: no more than 8 hours a day and 40 a week (reg 5A); no work 10 p.m. to 6 a.m., or 11 p.m. to 7 a.m. where the contract provides for work after 10 p.m. (reg 6A); 12 hours' daily rest (reg 10(2)); 48 hours' weekly rest (reg 11(3)); a 30-minute break when working more than four and a half hours (reg 12(4)) — logged on KD-HR-WT-003

OTHER RESTRICTIONS — AND THE REASON FOR ANY LINE STRUCK OUT

5 INDUCTION, TRAINING AND REVIEW

INDUCTION

UNDERSTANDING CHECKED BY

FIRST-SHIFT CHECK

LOOK AT THIS AGAIN ON

AND SOONER IF

YOUNG PERSON RISK ASSESSMENT

continued

ASSESSMENT — EMPLOYER FILE

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6 INFORMATION TO A PARENT OF A CHILD — BEFORE THE CHILD STARTS (REG 10(2))

Give a parent — a person with parental responsibility — information they can understand on the risks this assessment found, the controls, and any risks notified to the employer under reg 11(1)(c). HSE: do it in whatever way is simplest and suitable, including verbally; it is very often done through the school or college.

PARENT OR PERSON WITH PARENTAL RESPONSIBILITY	GIVEN ON	HOW	GIVEN BY

WHAT THEY WERE TOLD — THE KEY RISKS AND CONTROLS

7 SIGNATURES

Assessed by:					
PRINTED NAME	ROLE	COMPANY	SIGNATURE	DATE	TIME
Supervisor — I have been told the restrictions:					
PRINTED NAME	ROLE	COMPANY	SIGNATURE	DATE	TIME
Young person — I have been told what I may and may not do:					
PRINTED NAME	ROLE	COMPANY	SIGNATURE	DATE	TIME

R REVISION HISTORY

Every revision of this document, and every review that found nothing to change. The revision on the front of this sheet is the one you are holding — check kubitdocs.com for the current one before use.

Rev	Date	Class	What changed	Authorised by
D0	2026-09-12	first-issue	First issue.	— not yet approved —
A0	2026-09-12	review	Approved for issue by the author. Content unchanged from the reviewed draft; the draft status strip is removed. No independent third-party review has been carried out.	Author — director, UK principal contractor, SMSTS. Not an independent review.

Class: first-issue · material (the law, a control, a field or the scope changed — past buyers are notified) · editorial (wording or layout only) · review (checked, nothing changed) · withdrawal. Revision prefix D = draft, not approved and not for sale; A = approved for issue by the person named, on the date shown.