

## Child Employment Risk Assessment

<b>COMPANY NAME:</b>	<b>ASSESSMENT UNDERTAKEN</b>
<b>ADDRESS:</b>	Date .....
	Signature .....
	<b>ASSESSMENT REVIEW</b>
<b>CHILD.S NAME:</b>	Date .....
<b>CHILD.S DOB:</b>	Signature.....
List the hazards that would be faced by the young person in your employment:	
List controls in place to deal with the above hazards:	
List action to be taken to deal with those hazards that are at present not adequately controlled:	
<p><b>The steps to assessing risk in the workplace.</b></p> <ol style="list-style-type: none"> <li>1) Look for hazards who might be harmed and how</li> <li>2) Evaluate the risks deciding whether the existing precautions are adequate or should be amended.</li> <li>3) Record your findings and keep on file.</li> <li>4) Review your assessment periodically e.g., every 6 months or when a new person starts and revise when necessary. In the case of compulsory school age employees, you need to pay particular attention to the young person's lack of experience, training and supervision needs in the workplace.</li> <li>5) revise when necessary</li> </ol> <p>In the case of compulsory school age employees, you need to pay particular attention to young person's lack of experience, training and supervision needs in the workplace.</p> <p>You are required to notify the child's parents or legal guardians that a risk assessment has taken place and any findings. The simplest way to do this would be to take a copy of the Risk Assessment to send to the parents/guardians. Please also send a copy to Harrow Local Authority by email to</p>	

[childperformance@harrow.gov.uk](mailto:childperformance@harrow.gov.uk) or by post (which may delay work permits) London Borough of Harrow, Business Support, Child Licensing Team, Education Services, Harrow Hub, Forward Drive, Harrow, HA3 8NT.

## Additional guidance for Employers

Before employing a child, **employers** must consider the nature of employment and assess the risks there may be to a child's health and safety whilst carrying out the job. This is called a 'risk assessment', which satisfies the law in relation to the Health and Safety (Young Persons) Regulations 1997/99 and should protect the child from harm.

The risk assessment must consider the following:

- The inexperience and lack of maturity of the child and any consequential lack of awareness of risks (e.g., children being careless in the way they ride their bicycle)
- Any specific health and safety training or instruction that child may need.
- The nature and layout of the work area (this should include busy roads if applicable)
- The type of equipment methods used, and work activities undertaken (e.g., bicycle and lights in good working order, hot water hazards, hairdressing products)

It is important that the **employer** ensures appropriate information, instruction and training is provided to the child and to the rest of the work force. The findings of the risk assessment together with any steps the employer is taking to reduce hazards, must be communicated to the parents/carers.