



### **18.1.3 Young or inexperienced workers, including work experience**

Special care must be taken of young or inexperienced workers, particularly students, as they may not appreciate the risks presented by a given situation.

There are specific requirements placed upon both those who send young persons on work placements and on those who offer young persons work experience placements.

#### **Definitions**

- Young Person - Anyone under the age of 18
- Child - Anyone below the minimum school leaving age (MSLA) - just before or just after their 16th birthday.

For the duration of the work placement, the young person is regarded as a University employee, under health and safety law. The University must ensure suitable arrangements are in place to ensure the health and safety of the young person BEFORE they start work at the University. Schools will need to consider the risks to which these young persons may be exposed and what measures will be required to control these risks, so that they do not put themselves or others at risk.

Further guidance is available online at <http://www.ed.ac.uk/schools-departments/health-safety/guidance/students-young-persons>.

**Extract from Health and Safety Policy – Framework: Arrangements**  
([http://www.docs.csg.ed.ac.uk/Safety/Policy/Framework - Arrangements.pdf](http://www.docs.csg.ed.ac.uk/Safety/Policy/Framework_-_Arrangements.pdf)) dated 23/06/2016