



Health and safety in the workplace

LESSON PLAN 1

Health and safety

Carry out a risk assessment of the practical elements within this session, considering in particular the potential for injury.

Equipment

Appropriate worksheets, facility to show scenario photos.

Learning objectives – by the end of the session students will be able to:

- describe the background of health and safety in the workplace
- explain the law relating to young people in the workplace
- recognise the responsibilities of the school, employer and young person when pupils go on work experience.

Key vocabulary

Health and safety, responsibilities, employer.

Starter activities

- Ask the students what is meant by 'health and safety in the workplace'. Ask them to give you some examples
- Using the factsheet, describe to the students what a work environment used to be like. Ask for their ideas on how they would expect a workplace to differ today
- Ask the students why health and safety in the workplace is important. Read out the case study to emphasise why there are now strict guidelines on health and safety in the workplace.

Development

- Ask the students to list any laws/regulations they know about young people and work. Discuss and respond to the students' suggestions
- The students can complete the 'Health and safety in the workplace: TRUE or FALSE?' worksheet (Student worksheet 1). Discuss and respond to the students' answers.



Health and safety in the workplace

LESSON PLAN continued

Group activities

Hand out the 'Responsibilities in the workplace' worksheet (Student worksheet 2).

In groups, students can decide on who is responsible for what within the workplace: the school, employer or young person. Discuss and respond to the students' answers.

Plenary activities

Hand out the quiz on health and safety. Allow the students five minutes to answer the questions and then discuss them as a class.

Learning outcomes – by the end of the session:

- a few students may be able to describe the background of health and safety in the workplace, explain the laws relating to young people in the workplace and recognise the responsibilities of the school, employer and young person when pupils go on work experience
- the majority of students should be able to describe the background of health and safety in the workplace and explain the law relating to young people within the workplace
- some of the students may only be confident enough to describe the background of health and safety in the workplace.

Suggested additional activities

Notes



Health and safety in the workplace

TEACHER FACTSHEET

There are laws about health and safety in the workplace which are required to protect employees from being injured or becoming ill due to hazards in their place of work. These health and safety regulations also protect members of the public from workplace dangers.

Why are health and safety regulations required?

Each year:

- over 200 hundred people lose their lives at work in Britain
- around 150,000 non-fatal injuries are reported
- An estimated two million people suffer ill health caused or made worse by work.

The law relating to young people in the workplace

Employers who offer young people work experience placements have the same responsibilities for their health and safety and welfare as they have for all of their employees.

A young person on work experience will be regarded as an employee. An employer must carry out a risk assessment of the workplace to find out what hazards are present and whether they have the correct measures in place to prevent the employees from being injured. The health and safety law states that an employer must assess the risks to young people (under 18 years old) before they start work experience, and that they must then tell the young person what the risks are.

An employer must protect young people on work experience from the risk of being injured or becoming ill because the young person is inexperienced, has not been trained or may not pay enough attention to safety.

Young people under 18 years of age must not be allowed to carry out work which:

- cannot be adapted to meet any physical or mental limitations they may have
- will expose them to toxic substances or cancer causing substances
- will expose them to radiation
- will involve extreme levels of heat, noise or vibration.



Health and safety in the workplace

TEACHER FACTSHEET continued

If the young person is over 16 years of age, they can do this work but only under the following special circumstances:

- the work is required as part of their training
- the work is carefully supervised by a competent person
- the risks are reduced to the lowest level, so far as is reasonably practicable.

Responsibility of schools and local authorities and young people

Local authorities and schools have a duty to ensure that work experience placements are suitable for the young person and that the young person is suitable for the work experience. Schools should also ensure that young people are aware that they need to follow safety instructions and that they should behave in a responsible and disciplined way when in the work place. Young people should also be made aware that they will be exposed to a number of risks that they are not used to and that they should be briefed fully on these risks at the start of their placement by their employer. Young people have the same responsibilities for health and safety as other employees, therefore they should wear any protective equipment that is provided for them and look out for other employees where possible.

Why health and safety legislation is important

The following case studies show examples of people who have not followed health and safety regulations; however, with the legislation in place, workplaces that do not abide by these rules can be prosecuted.

A young person was riding on the side of a forklift truck when he fell off and the truck ran over his leg. The truck was being driven by an untrained and unauthorised person. The young person who was injured was not properly supervised and a young person's risk assessment had not been carried out.

A 17-year-old was trapped under a vehicle he was working on. The vehicle repair company had carried out a risk assessment for the young person but had failed to follow it and had therefore adopted an unsafe system of work.

A work experience student suffered serious injuries whilst they were standing on the drawbar of a tractor. The young person's employer had not provided the student with suitable training, instruction or supervision.



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FURTHER INFORMATION

History of health and safety law relating to young people in the workplace

The 1802 Health and Morals of Apprentices Act

The very first piece of health and safety legislation was called the The 1802 Health and Morals of Apprentices Act. During this time of industrialisation many children worked in the mills as 'apprentices'. Sir Robert Peel began this trend; however, in his mills the working conditions were so poor that many children died during an outbreak of fever. Sir Robert Peel employed children as they did not get paid and this meant that he could produce textiles at a lower cost.

Robert Owen ran his mill in a different way and only employed children over the age of 10. He also provided all his workers with housing and a school. Robert Owen managed to persuade parliament to pass the 1802 Health and Morals of Apprentices Act. The Act introduced a maximum 12 hour working day for children. Other improvements included mills having sufficient windows to ensure a flow of fresh air, no more than two children to a bed and two suits of clothing being provided for each child, one to be new each year.

Current law

The 1974 Health and Safety at Work etc Act

The Health and Safety at Work etc Act 1974 , also referred to as HASAW or HSW, is the primary piece of legislation covering occupational health and safety in the United Kingdom.

The Health and Safety Executive is responsible for enforcing the Act. Unlike previous legislation the HASAW is aimed at the work people do rather than the place they work in or the processes involved. The act applies to all persons at work, including employers, employees and the self employed. It includes both the protection of people at work and prevention of risk to the public and/or visitors to the site, which may arise from the work being undertaken.

The HASAW requires employers to carry out risk assessments on any process or procedure that has been identified as having a significant risk. Employers must ensure that they assess the risks to young persons and make sure they put in place controls to reduce the risks.

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STUDENT WORKSHEET 1

Health and safety in the workplace: TRUE or FALSE?

	TRUE	FALSE
Approximately 150,000 work-related non-fatal injuries are reported each year		
The health and safety regulations also protect members of the public from workplace dangers		
Young people under the age of 18 can carry out work that will expose them to extreme levels of noise, but only if they have been trained		
It is not your responsibility to be aware of health and safety in the workplace		
Your school should ensure that the work experience you will be carrying out is appropriate for you		
Your employer should carry out a risk assessment of their workplace		
Your employer only has to inform you of the risks within the workplace if they feel it is necessary		
Young people under the age of 18 can not carry out work that will expose them to radiation		
You should only wear protective clothing if you are allergic to any of the materials you will be working with		
You have the same responsibilities for health and safety as other employees in the workplace		



Health and safety in the workplace

STUDENT WORKSHEET 1: The answers

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Work experience essentials | A health and safety guide for young people

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STUDENT WORKSHEET 2

Responsibilities in the workplace

Who is responsible for each of the following in the workplace?

Please tick the correct column or columns.

	Your employer	Your school	You (the employee)
Carrying out a risk assessment of the workplace			
Wearing any protective equipment provided			
Telling the employee of the risks within the workplace			
Ensuring the employee behaves appropriately at all times			
Ensuring the work experience placement is suitable for the employee			
Ensuring the employee only carries out appropriate work			
Ensuring the employee follows safety instructions			
Reporting any hazards to the employer			
Ensuring that safety measures are in place to stop the employee from getting hurt			
Ensuring any safety procedures are followed while in the workplace			



Health and safety in the workplace

STUDENT WORKSHEET 2: The answers

Responsibilities in the workplace

Who is responsible for each of the following in the workplace?

Please tick the correct column or columns.

	Your employer	Your school	You (the employee)
Carrying out a risk assessment of the workplace	✓		
Wearing any protective equipment provided	✓		✓
Telling the employee of the risks within the workplace	✓		
Ensuring the employee behaves appropriately at all times		✓	✓
Ensuring the work experience placement is suitable for the employee		✓	✓
Ensuring the employee only carries out appropriate work	✓		✓
Ensuring the employee follows safety instructions	✓		✓
Reporting any hazards to the employer			✓
Ensuring that safety measures are in place to stop the employee from getting hurt	✓		
Ensuring any safety procedures are followed while in the workplace	✓		✓