

# PNGC Policy for Young Persons

Reviewed July 2020

Although for most young people the experience of participating in sport activity is very positive, there is also a risk that some young people will be harmed as a direct result of their participation in the activity. This may be as a result of an accident, poor practice or abuse by adults or other young people or bullying by other young people involved in the activity. To reduce the likelihood of children and young people being harmed and ensure young people have a positive experience, it is vital that activity providers (clubs, organisations and individuals) have in place and implement safeguarding policies, procedures and guidance. This will help ensure that all sports activities take place in a safe environment where everyone involved in the provision of the activity fully understands their responsibility to promote and safeguard the welfare of all children.

## **Statement**

PNGC encourages youth participation in its sporting activity and has a duty of care under HSE regulations for all its members no matter what their age.

## **Statutory Law**

Under health and safety law, every employer/organisation must ensure, **so far as reasonably practicable**, the health and safety of all their employees/members, irrespective of age. As part of this, there are certain considerations that need to be made for young people.

Putting the requirements into practice should be straightforward and in most cases an employer/organisation should already have the necessary risk management arrangements in place.

## **Definitions of young people and children by age:**

- **A young person** is anyone under 18 and
- **A child** is anyone who has not yet reached the official minimum school leaving age (MSLA). Pupils will reach the MSLA in the school year in which they turn 16.

## **PNGC Management**

### 1. Organisation

PNGC has a Safety Management System (SMS) in place and follows the best practice and guidance by the British Gliding Association (BGA) for safety in the air and on the ground.

PNGC has appointed a Safety Officer who reports to the Chairman of the Management Committee with regard to the identification of risks within the organisation. These risks are identified, and risk reduction measures taken to mitigate them to an acceptable level in accordance with the guidance of HSE document “Reducing Risk, Protecting People”.

Specific Risk Assessments and Method Statements have been produced to cover particular activities within PNGC. These assessments are reviewed annually, or more frequently should

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the need arise. Management Meeting occur normally each calendar month where safety issues are a standing agenda item.

(Note: Risk Assessment 21 is specifically associated with the risks that young people may be exposed to as part of their activities at PNGC.)

## 2. Governance

The BGA through the auspices of the Regional Safety Officer Organisation conducts audits of the BGA affiliated clubs of which PNGC is a member.

The Royal Navy has its own audit team which reviews the RN Clubs and reports to the Chairman of the Royal Naval Gliding & Soaring Association (RNGSA).

The Statutory Law does not require that Disclosure & Barring Service (formerly the Criminal Records Bureau) checks be carried out on persons working with children and vulnerable adults though it is recommended by the BGA.

## 3. Guidance

Although PNGC is not an employer it follows the guidance of the 'Management of Health & Safety at Work Regulations 1999' which can be seen at Annex A.

The aim of risk management is to reduce risks **so far as reasonably practicable**.

**Q.** What does "so far as reasonably practicable" mean?

**A.** This means balancing the level of risk against the measures needed to control the real risk in terms of money, time or effort. However, you do not need to take action if it would be grossly disproportionate to the level of risk.

Responsibility is thus vested in the Organisation who decides what level of risk is acceptable provided the person at risk is also made aware of all the risks involved.

Should an Organisation be found to not have exercised 'due diligence' then prosecution by the HSE may be a result.

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## 4. References

- PNGC Safety Management System document.
- Risk List
- Risk Assessment 21 (Youth Activity)
- Tractor Driving & Glider Retrieve Briefing
- Method Statement – Driving Ground Handling Equipment.
- Method Statement – Winch Driving Retrieve Vehicle.
- Log Cabin Operations
- Lone Working Policy.
- BGA Guide for the Supervision and Care of Pilots

## Annex A

### Management of Health and Safety at Work Regulations 1999

Under the Management of Health and Safety at Work Regulations 1999, an employer has a responsibility to ensure that young people employed by them are not exposed to risk due to:

- lack of experience
- being unaware of existing or potential risks and/or
- lack of maturity

An employer must consider:

- the layout of the workplace
- the physical, biological and chemical agents they will be exposed to
- how they will handle work equipment how the
- work and processes are organised the extent of
- health and safety training needed risks from
- particular agents, processes and work

These considerations should be straightforward in a low-risk workplace, for example an office.

In higher- risk workplaces the risks are likely to be greater and will need more attention to ensure they're properly controlled.

Employers need to consider whether the work the young person will do:

- is **beyond** their physical or psychological capacity
  - It doesn't have to be complicated, it could be as simple as checking a young person is capable of safely lifting weights and of remembering and following instructions.
- involves **harmful** exposure to substances that are toxic, can cause cancer, can damage or harm an unborn child, or can chronically affect human health in any other way

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- Be aware of substances a young person might come into contact with in their work, consider exposure levels and ensure legal limits are met.
- involves **harmful** exposure to radiation
  - Ensure a young person's exposure to radiation is restricted and does not exceed the allowed dose limit.
- involves **risk** of accidents **that cannot reasonably be recognised or avoided** by young people due to their insufficient attention to safety or lack of experience or training
  - A young person might be unfamiliar with 'obvious' risks. An employer should consider the need for tailored training/closer supervision.
- has a **risk** to health from **extreme** cold, heat, noise or vibration
  - In most cases, young people will not be at any greater risk than adults and for workplaces that include these hazards it is likely there will already be control measures in place.

A child must never carry out such work involving these risks, whether they are permanently employed or under training such as work experience.

A young person, who is not a child, can carry out work involving these risks if:

- the work is necessary for their training the work is properly supervised by
- a competent person the risks are reduced to the lowest level, **so far as**
- **reasonably practicable.**

Providing supervision for young workers and monitoring their progress will help employers identify where additional adjustments may be needed.

Employers must let the parents or guardians of any child know the possible risks and the measures put in place to control them. This can be done in whatever way is simplest and suitable, including verbally.

An employer will already be familiar with the risks associated with their workplace and should be in a position to consider what is or is not appropriate.

Employers with fewer than five employees are not required to have a written risk assessment.