

Young Worker Policy

Stramash strives to provide an enriching and supportive placement for any young workers (which may include apprentices) who may be on placement within the organisation at any given time. A young person is defined as anyone under 18 years old.

When on placement with Stramash, Young Workers are required to:

- Read, understand and adhere to all policies, protocols and procedures;
- Declare any reasons why their suitability to work with children may change during their placement;
- Share any safeguarding concerns they may have in line with Stramash procedure;
- Maintain a high standard of work, behaviour, appearance and attendance during their placement;
- Access training as required;
- Liaise with staff to ensure any course related tasks can be completed with the correct support;
- Ensure that the nursery environment is safe and secure for all children at all times and report any issues as they arise;
- Work alongside staff to maintain the Stramash ethos;
- Help with the day to day running of the nursery by undertaking tasks as determined by the Team Leader or Senior Practitioner.

It is the joint responsibility of Stramash and the young worker to ensure that the young person is supported within the nursery.

Stramash will ensure:

- All young workers receive suitable training as part of their induction process, and their competency gauged;
- Potential risks both to and from the young worker are identified, managed and rectified, where possible, through the Risk Benefit Assessment process;
- Supervision will be sustained throughout the young worker's placement -the young worker will not be left alone or given any crucial tasks that may impact their own or any child's wellbeing;
- Suitable equipment and PPE will be made available to prevent or minimise risk of injury or harm;
- Any incidents of harm or injury from manual handling tasks will be fully investigated and the potential of further or repeated risk minimised.

It is vital that the capabilities and competence of the young worker is gauged by the Team Leader to ensure that no tasks are given which are outside the young person's

physical or psychological capabilities, and which may subsequently put the young worker at risk of harm or injury.

The young worker must:

- Not undertake any task unless they have been trained;
- Follow instructions and comply with safe working practices;
- Seek support when required;
- Make full and proper use of the equipment and PPE provided;
- Report any hazards or issues to the Team Leader.

Depending on skills and competency levels, apprentices may be counted towards the staff:child ratio at certain points of the day, and only where there is no other reasonable alternative (ie lunch cover, evening shift). Students will not be considered in the staff:child ratio at any point.

Stramash will comply with legislation and guidance in regards to young workers - such as break entitlements and rest days. *For more information, please see the Young Worker Policy from Citation.*