

Working with Young People

Child Protection Guidance for Employers



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For adults working with young people *, it is important to be aware of potentially difficult situations.

***A young person is defined as a person under the age of 18**

By following the simple guidance outlined below, it should be possible to ensure that the workplace is a secure and productive environment for the learner, employer and training provider.

1. TOUCH

There may be occasions when you need to come into contact with a young person (eg. when you are guiding them in carrying out technical/practical operations), all unnecessary close contact should be avoided at all times.

2. BEHAVIOUR

Whilst it is important to reassure a young person who may be nervous in a new environment and reliant on your guidance, you should avoid being over familiar. Never permit 'horseplay' which may cause embarrassment or fear.

3. ENVIRONMENT

Where possible avoid being on your own in an isolated or closed environment with a young person.

4. TRAVEL

Ensure that there is a known destination and check in times with a third party in situations where a young person will be travelling alone with an adult. It is a good idea to make available a mobile phone (or equivalent) in such situations.

5. MENTOR

Those placed immediately in charge of young people should be competent in their work role, mature in their attitude, and yet, at the same time, be at ease with them.

6. DISCLOSURE

Occasionally young people may disclose confidential information to a work colleague that gives you rise to concern for their physical or emotional safety. In such situations, you should speak to your line manager and share your concern. This may also include a member from Didac Limited.

7. DISQUALIFICATION

You are reminded that you are required by law to protect young persons from harm and that any employees are required, under the Criminal Justice and Court Services Act, to declare that they are disqualified from working with young persons.

To obtain further information, please contact Jon Gibson. Contact details are on the front page or mobile 07798 606880.

