

Risk Assessment for Employment of Young Persons

Startup Sherpas – Super Squads Work Experience Programme

Risk assessment completed by	Dan Roe
Job title	Super Squads Participant
Date completed	05/01/2024
Who will be responsible for the health, safety and welfare of the above employee while they are in the workplace?	Dan Roe

This risk assessment covers the Startup Sherpas Super Squads Work Experience Programme, for 13-18 year olds to take part in real-life corporate ideation and innovation projects.

The programme is run by Startup Sherpas in partnership with large corporate clients who's internal teams are working on a large innovation project (e.g. through our existing relationship with Accenture, a pilot project is being run with Save The Children, one of their major clients). The Super Squad participants are then guided through a similar process to the corporate client's, but do not work with the client directly. Of the 100 participants who start the programme, a small number (e.g. 5) will have the chance to pitch the output from their own work to the client.

The young people participating in the programme have a direct relationship with Startup Sherpas, and will not have any relationship or communication with the corporate client.

The risks have been assessed from the key work settings/context and nature of work the participants will undertake:

Work setting and activities:

1. **The Startup Sherpas Platform** – this is the platform that participants sign in and use to get their weekly instructions, which we call 'Missions', and to upload any work created. This is a closed platform, with no ability for any user to communicate with others.
2. **The online community** (Mattermost - <https://community.startupsherpas.org>) – to help with communication across the group, existing online community tools (Mattermost) are used to enable the Startup Sherpa team to communicate with

the participants. The only adults allowed onto the community are DBS Enhanced checked adults from Startup Sherpas.

3. **Physical location** – The participants will take part from home.
4. **The Missions** – the participants will carry out a number of activities throughout the programme, which will involve the use of pen and paper, a camera to take pictures of their work, and talking with people that they already know (friends and family). No special equipment is required, and all the activities are desk based.

Nature of work:

1. The themes the participants will focus on is agreed between Startup Sherpas and the Corporate Client. The themes (e.g. 'New ways to fundraise and drive awareness for Save The Children') are reviewed by Startup Sherpas and the Client to ensure there are no themes that are inappropriate for children.

*Since Startup Sherpas runs in a completely controlled and safeguarded way, and with participants in the Super Squads working at home, **no obvious hazards have been identified.***

As a result, this risk assessment has also been considered through the lens of a broad range of risks to ensure every consideration has been made. This general assessment continues on the next page.

The following are a list of the hazards / factors generally present in the workplace. The risks for each are calculated by looking at likelihood and impact (on a scale of 0 to 5, where 0 is not likely or no impact and 5 is very likely or high impact), which then gives a total score when multiplied together of 0-25. Anything above 5 is considered a risk that needs mitigating action.

Hazard / Factors	Likelihood	Impact	Total Risk	Countermeasures / Precautions taken
Verbal abuse and / or aggression	1	5	5	Fully moderated by DBS Enhanced checked adults (from Startup Sherpas), and access controls (i.e. who is invited and what they can see) is fully controlled by the Startup Sherpas team.
Manual handling	0	N/A	N/A	
Extreme temperatures	0	N/A	N/A	
Noise	0	N/A	N/A	
Vibration	0	N/A	N/A	
Ionising radiation	0	N/A	N/A	
High voltage electricity	0	N/A	N/A	
Machinery	0	N/A	N/A	
Hazardous substances	0	N/A	N/A	
Biological agents e.g. Rubella, HIV, tuberculosis	0	N/A	N/A	
Could any task be reasonably considered to be beyond a young person or volunteer's physical or psychological capacity? E.g. through mental or physical fatigue	2	3	6	We encourage failure, so will actually celebrate things not working out or going well. This is work experience with a difference. It encourages openness, humility and discussion, and is reinforced through group messages and calls from the supervising adults.
Are there any risks in the workplace which could pose a threat to an individual's health and safety due to their lack of awareness, or their immaturity (if a student)? E.g. violence	0	N/A	N/A	