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Advice on induction, training and supervision

Discussion is an important step to familiarise young people with the tasks involved and, if necessary, highlight the main risks. It is important to make the information engaging and memorable. Young people are also likely to need more supervision than adults. Good supervision will help you get a clear idea of the young person's capabilities.

You should consider how much training is necessary. A proportionate approach is needed; for example, low-risk activities would not be expected to require formal training.

Here are some tips when it comes to induction, training and supervision for young people:

- **Make the information engaging.**

Though young people have an instinctive understanding of risk, they won't be familiar with basic ideas such as hazard and risk. The British Safety Council and other organisations have resources to introduce these ideas in a fun and engaging way:

What is hazard and risk: <https://www.britsafe.org/speakupstaysafe/hazards-risks>

An online and mobile game: <https://www.britsafe.org/speakupstaysafe/the-missing>

Tips for young people: https://www.youtube.com/watch?v=zdOv_ad9nfQ

Napo videos: <http://www.napofilm.net/en/napos-films>

- **Use short sessions.**

Young people may have a shorter attention-span, so break up any information you provide into short sessions.

- **Practical not theory.**

Young people are likely to lack practical skills. So try to make sure that information is practical.

- **Make sure they understand by asking questions.**

Wanting to fit in, some young people might say that they understand a task when they do not.

- **Show as well as tell.**

Always demonstrate, don't just rely on verbal instructions.

- **Ensure that instructions are clear.**

Don't leave any room for interpretation. Avoid using jargon.

- **Use simple messaging.**

Where possible, use short, punchy messages which are easy to remember. Don't complicate instructions.

- **Use positive language.**

Motivate, encourage, and create a positive atmosphere which is conducive to learning.

- **Ask questions again.**

Check and double check that they understand any information you provide.

¹ HSE Statistics 2011/12.