***objection handling***

***Health and Safety***

The following information will help you give suitable responses when a potential employer raises objections about offering an industry placement because of “health and safety” issues.

| **Employer objection** | **Your response** | ***Where can you find further guidance?*** |
| --- | --- | --- |
| **The health and safety guidelines are too confusing / onerous / complicated for industry placements.** | As an employer, you will follow the guidelines on the Health and Safety Executive website that you would do for all employees.  We will work with you to ensure student safety during the industry placement.  As part of our pre-placement checks, we will need to satisfy ourselves that you have up-to-date policies and sufficient risk management arrangements in place to ensure a safe working environment for our students. | Health and Safety [website](https://www.hse.gov.uk/guidance/index.htm?utm_source=hse.gov.uk&utm_medium=referral&utm_campaign=guidance&utm_content=home-page-info)  Whilst work experience organisers will work with the employer to discuss health and safety issues during the placement, be clear that they have **no responsibility under health and safety law for work experience students**. **The employer is responsible for workplace health and safety.**  [Further info](https://www.hse.gov.uk/young-workers/organisers.htm) for work placement organisers |
| **How do we know if our health and safety regs are adequate for students though?** | We can carry out standard due diligence checks and will keep the checks proportionate to the level of risk. We can advise on the legal compliance for industry placements’ health and safety requirements. |  |
| **There might be some tasks or duties that are a bit more unsuitable or dangerous for some students without certain skills or aptitudes.** | That is fine, not all students need to do every task, we can have a discussion with you that will help you identify workplaces or tasks that would not be suitable for certain students. |  |
| **We are a small low-risk business so don’t want to have to undergo loads of extra health and safety regulations because we are taking on students.** | For businesses like yours it may be that some basic steps are all that you need to take to comply with health and safety law.  It is a relatively simple process to consider where you need to do any more than you presently do, and then to ensure that you plan, monitor and review your control measures. | This [introduction to managing health and safety](https://www.hse.gov.uk/managing/introduction/index.htm) guide can help employers decide what extra, if any, they need to do. |
| **How do we know if the student is OK when working here or is finding health and safety guidelines suitable?** | Whilst we have primary responsibility for the health and safety of the student, during the placement we will have a joint responsibility for the wellbeing of student with you.  We will plan regular contact time with the student to check their health, safety, welfare and progress whilst on placement. We will liaise with the named staff member and talk through any issues or further ways of improving and matter relating to health and safety (or indeed any other wellbeing matter). |  |
| **We don’t know what we need to cover in health and safety.** | We can work with you to draw up a health and safety checklist e.g.   * Who to contact in different types of emergency, and how to contact them * Fire and similar alarms or tests * Exits, muster-points and evacuation procedures * Safe working practices * Safety equipment: location and use * Lifting and handling, and related practices * First aid * Safeguarding * Accident / incident reporting procedures. |  |