

Children in Employment



**Education Welfare Service:
A guide for parents, carers, employers,
schools and pupils**



EAST RIDING
OF YORKSHIRE COUNCIL



School children and part-time work

- The law governing child employment exists to ensure that children are protected and not exploited if they have a part-time job, while still of compulsory school age
- All young people who work or assist in a trade or occupation which is carried out for profit purposes are considered to be employed even if they receive no payment for that assistance
- Children from 13 years of age may be employed and must carry their work permit with them when working
- The employer is responsible for the health and safety of the child while at work
- There are limits to the time and days that children can work
- There are limits to the types of employment that children are allowed to do

Compulsory school age

A child becomes of compulsory school age on the first day of term following their fifth birthday and ceases to be of compulsory school age on the last friday in June in the academic year of their 16th birthday.

What should parents and carers do?

If your child has a job you must make sure that:

- You know where your child is working
- Their duties and hours of work allowed

What should employers do?

All children in employment are legally required to have a work permit. If you are employing school age children you have a legal duty to:

- Apply for a work permit within seven days of the child starting work
- Undertake a risk assessment
- Make sure that children are only employed for the permitted number of hours
- Make sure children are employed doing work which is not harmful to their safety, health or welfare and does not interfere with their education and attendance at school
- Make sure that no child is employed in a prohibited job



What can schools do?

Schools can help prevent children being exploited in employment by:

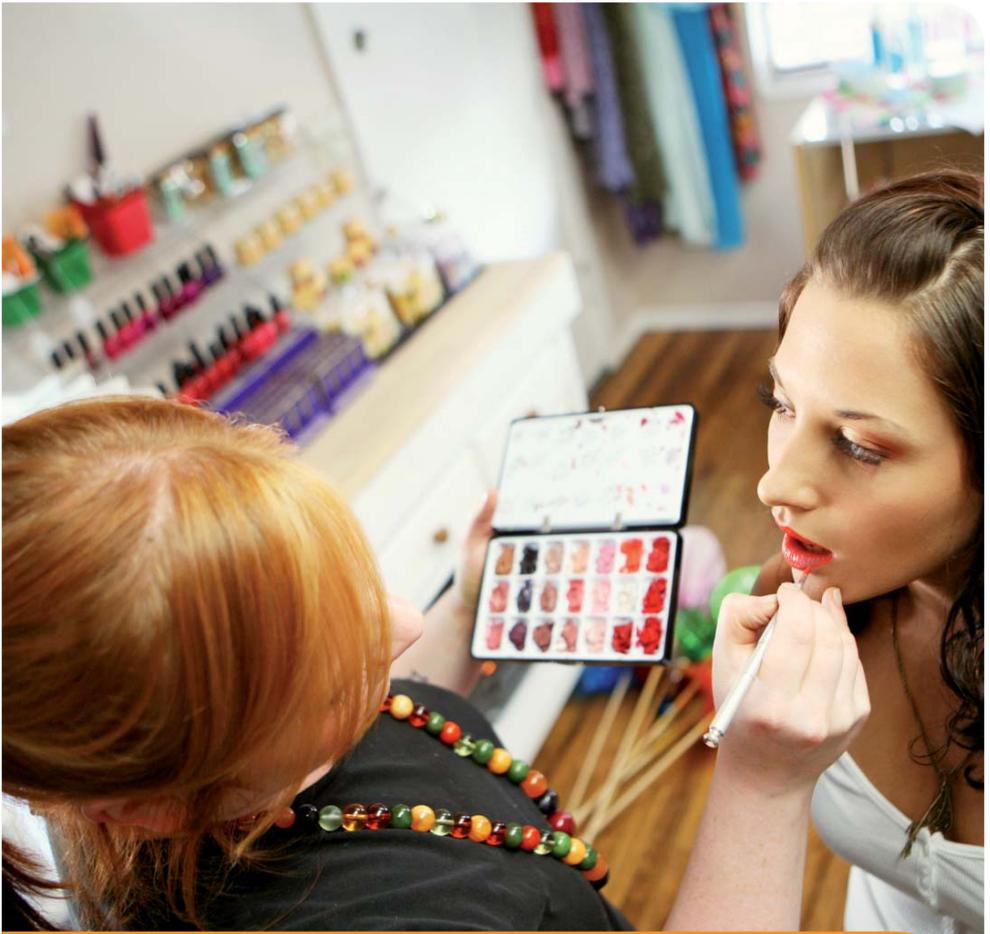
- Raising awareness of child employment issues in schools
- Making sure pupils know they are legally required to have a work permit
- Notifying their Education Welfare Officer of pupils who are working

What type of work is legal?

- Agricultural or horticultural work (must be 14 years of age unless directly supervised by a parent or guardian)
- Delivery of newspapers, journals and other printed materials
- Shop work including shelf stacking
- Hairdressing salons
- Office work
- In a café or a restaurant
- In riding stables, kennels and catteries
- Car washing by hand in a private residential setting
- Domestic work in hotels and other establishments offering accommodation

What type of work is not legal?

- In a cinema, theatre, discotheque, dance hall or night club (unless the child is licensed to perform there)
- To deliver or sell alcohol except in sealed containers
- To deliver milk
- To deliver fuel oils
- In a commercial kitchen
- To collect or sort refuse
- In any work which is more than three metres above ground level or in the case of internal work, more than three metres above floor level
- In employment involving harmful exposure to physical, biological or chemical agents
- To collect money or sell door to door
- In work involving exposure to adult material or in situations which are otherwise unsuitable for children
- In telephone sales
- In any slaughterhouse or in that part of any butcher's shop or premises connected with the killing of livestock, butchery, or the preparation of carcasses or meat for sale
- As an attendant or assistant in a fairground or amusement park or any other premises used for the purpose of public amusement by means of automatic machines, games of chance or skill or similar devices
- In personal care of residents of any care home or nursing home



Can a child work full time with a National Insurance Number?

If a child is in possession of a National Insurance Number, this does not mean that the child/young person can leave school and work full time. A child is of compulsory school age until the last Friday in June of the year in which they reach their 16th birthday.

What hours are allowed?



The times differ depending on age:

- There are different rules for school term time and during school holidays
- Night work is not allowed
- Not before 7am or after 7pm on any day

School term-time	<p>A child can work for no more than 12 hours per week.</p> <p>A child can work a maximum of two hours on a school day in either of the following ways:</p> <ul style="list-style-type: none">• One hour starting no earlier than 7am before the start of school and a maximum of one hour between the end of school and 7pm OR• A maximum of two hours between the end of the school day and 7pm
School Holidays	<p>A child under 15 years may work:</p> <ul style="list-style-type: none">• A maximum of five hours per day and no more than 25 hours per week <p>A child over 15 years may work:</p> <ul style="list-style-type: none">• A maximum of eight hours per day and no more than 35 hours per week
Saturdays	<p>A Child under 15 years may work:</p> <ul style="list-style-type: none">• A maximum of five hours per day <p>A Child over 15 years may work:</p> <ul style="list-style-type: none">• A maximum of eight hours per day
Sundays	<ul style="list-style-type: none">• A maximum two hours work
Breaks and holidays	<ul style="list-style-type: none">• Where a child works for more than four hours, there must be a break of at least one hour at the end of the fourth hour• A child is entitled to two weeks holiday per year which must be work and school free

If a child has a permit can they be stopped from working?

Yes. If their school work, attendance or health suffers, or they are continually late for school, they may be stopped from working



Child Employment Legislation is applicable to all children from 13 years until the finish of compulsory school age

An employer who employs a child in contravention of legislation and local byelaws shall be liable on summary conviction to a fine of up to £1 000.



Further information

For a child employment application form and further information, contact:

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Beverley
HU17 9BA

Tel: (01482) 392146

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If you would like this information in another language or format such as Braille, large print or audio, please ask us.



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