

Information about Child Employment

Your questions answered



Introduction

Many young people of compulsory school age like to supplement their pocket money by taking a part time job. The laws and regulations which govern child employment exist to ensure that these children and young people are safe, protected and not exploited.

Child employment is regulated by national legislation, The Children and Young Persons Act 1933, and local byelaws.

This booklet aims to answer the key questions around child employment.

If you have any further questions or need additional advice please contact Sharon Napier from the Education Support Team at Gateshead Council:

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Different formats

If you would like this information in large print, Braille, on CD/MP3 or in a different language, please contact the Education Support Team on: 0191 433 8570.

Q: At what age can a child do part time work?

Children of compulsory school age can work from the age of 13 onwards. A young person is of compulsory school age until the last Friday in June of the school year in which they reach the age of 16.

Q: Do children need a work permit?

YES. All children 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), and **MUST** have a valid work permit to work lawfully.

It is the employer's responsibility to apply for a work permit from the local authority where the employment is taking place within seven days of the young person being employed. They must carry out a risk assessment and provide information about the nature of the employment and the working hours. The application form also includes parental permission, and a statement that the young person is fit and well.

Q: Can a work permit be withdrawn?

YES. The local authority has the right to withdraw a work permit if the child's health, education or school attendance are affected, or if the work varies from the job description or hours on the work permit.

Q: What are the employer's responsibilities?

The employer is responsible for the health, safety and welfare of the children they employ and must carry out a risk assessment. They can be prosecuted if they:

- do not register school age employees
- employ school age children in prohibited occupations
- allow school age children to work outside permitted hours

Q: What kind of employment is permitted?

Children of 13 years old may be employed in light work in the following categories:

- Agriculture/horticulture
- Newspaper/printed material delivery
- Shop work
- Hairdressing salon
- Office work
- Car washing by hand in a residential setting
- In a café/restaurant
- In riding stables
- Domestic work hotels/accommodation

Children over 14 years old may be employed in any light work that is not in the 'prohibited work' section.

Q: What kind of employment is NOT permitted?

Children of any age cannot be employed:

- in a cinema/theatre/disco/or nightclub
- to sell or deliver alcohol
- to deliver milk
- to deliver fuel oils
- in a commercial kitchen
- to collect/sort refuse
- in work more than three metres above ground level, or internally 3 metres above floor level
- in work involving harmful exposure to physical biological or chemical agents
- in collecting money/selling/canvassing door to door (except under adult supervision)
- in work involving exposure to adult material
- in telephone sales
- in premises connected with the preparation of meat for sale
- as an attendant in a fairground or amusement arcade
- in the personal care of residents in any residential care/nursing home unless under responsible adult supervision

Q: What are the permitted working hours?

Children cannot work on any day before 7am or after 7pm.
Details for different age groups are given below.

13 and 14 Year olds	
Term time – including weekends - MAXIMUM 12 hours per week	
School Days	No more than two hours a day. This can either be one hour before school and one hour after school or two hours after school
Saturday	Up to five hours
Sunday	Only two hours
School holidays - MAXIMUM 25 hours per week	
Monday to Saturday	Up to five hours a day
Sunday	Only two hours

15 and 16 year olds	
Term time – including weekends - MAXIMUM 12 hours per week	
School Days	No more than two hours a day. This can either be one hour before school and one hour after school or two hours after school
Saturday	Up to eight hours
Sunday	Only two hours
School holidays - MAXIMUM 35 hours per week	
Monday to Saturday	Up to eight hours a day
Sunday	Only two hours

Q: What about holidays and breaks?

Children must have a rest break of one hour after four hours continuous work. They must also have two consecutive weeks free from work during school holidays each year.

