

Child Employment

A guide to the legislation

The law states that any child who has a part time job must have a work permit. Employment is defined as assisting in a trade or business carried out for profit. Work permits are specific to the child, the employer and the employment. If a child has more than one job they need to have a work permit for each one.

The work permit is issued by the Local Authority in which the child is employed, irrespective of where they live or attend school. Two copies of the work permit are issued to the employer, one should be retained by the employer as proof of registration and the second should be passed on to the child.

Children Young People and Learning (Poole) / CYPS (Bournemouth) are responsible for issuing work permits for all children who have part time work in Poole/ Bournemouth . You can apply to the Local Authority for a **child work permit**.

Employer's responsibilities

It is the responsibility of the employer, not the parent or child, to apply for the work permit. The application form has to be signed by the employer, the child's parent or guardian and a teacher from the child's school (a school signature is not required during school holiday periods). The form has to be submitted within 7 days of the employment commencing.

The law applies to all children between the age of 13 and the end of compulsory schooling. Children are regarded as being of compulsory school age up to the last Friday in June in the academic year of their 16th birthday, which will normally be Year 11. It is possible for a child to technically leave school at 15 years old if their birthday is in the summer holiday (July or August). The law does not end on a child's 16th birthday.

The law states that no child under the age of 13 years can be employed. This includes working for parents who own their own business. A parent does not have the right to over-rule this legislation.

There are penalties and fines for employers (and in some cases parents) who do not register children of compulsory school age as determined by Section 18 of the Children and Young Persons Act 1933, to a fine not exceeding level 3 on the Standard Scale (£1000) for each offence.

Protection of young people at work

The Protection of Young People at Work came into force in the UK on 4th August 1998. This requires that: "Children must have a two-week break from any work during the school holidays in each calendar year."

A Health and Safety Risk Assessment should be completed for all working children. The employer should pay particular attention to the young person's lack of experience in the workplace and notify their parent or guardian that a risk assessment has taken place.

The Association of British Insurers have stated that unless a child is registered with the local authority they may not be included under the Employers Liability Insurance.

Hours of work for different age groups

The hours you can work vary according to age.

Children aged 13 years may only be employed in light work in the following specified occupations:

- agricultural or horticultural work
- delivery of newspapers
- shop work - including shelf stacking
- hairdressing salons
- office work
- car washing by hand in a private residential setting
- domestic work in hotels or other establishments offering accommodation
- cafe or restaurant

- in riding stables

Specific hours of work allowed for 13 and 14 year olds:

On any day of the year employment must not commence before 7.00am or finish after 7.00pm.

- maximum of 12 hours in any 7 day week
- school days – you may only work for a total of 2 hours, outside of school hours, no more than 1 hour is permitted before the start of school
- Saturdays maximum of 5 hours
- Sunday maximum of 2 hours

Holidays

- maximum of 25 hours in any 7 day week
- Monday – Saturday maximum of 5 hours per day
- Sunday maximum of 2 hours

Specific hours of work allowed for 15 and 16 year olds:

On any day of the year employment must not commence before 7.00am or finish after 7.00pm.

Term time

- maximum of 12 hours in any 7 day week
- school days – you may only work for a total of 2 hours, outside of school hours, no more than 1 hour is permitted before the start of school
- Saturdays maximum of 8 hours
- Sunday maximum of 2 hours

Prohibited occupations

This applies to all children from the age of 13 through to the end of compulsory schooling. They must not be employed:

- to deliver milk
- to deliver fuel oils
- in a commercial kitchen
- in a slaughterhouse or any part of a butchers shop or other premises connected with the killing of livestock, butchery, or the preparation of carcasses or meat for sale
- in any work higher than 3 metres above the ground or floor level
- to collect or sort refuse
- to collect money or to sell or canvass door to door
- in telephone sales
- in a cinema, theatre, dance hall or night club, except in connection with a performance given by children
- to sell or deliver alcohol, except in sealed containers
- as an attendant or assistant in a fairground or amusement arcade or in any others premises used for the purpose of public amusement by means of automatic machines, games of chance, skill or similar devices
- in the personal care of residents of any residential care home or nursing home.
- in any industrial undertaking e.g. factory, building site
- in employment at any machine prescribed as dangerous
- to lift carry or move anything so heaving as to be likely to cause injury
- in employment involving harmful exposure to physical, biological or chemical agents
- in any work involving exposure to adult material or situations unsuitable for children

You can find out more about child employment by visiting the [**National Network for Child Employment and Entertainment**](#)