

Child Employment

A Guide for Schools

When can a child work?

What type of work can a child do?

What to do if you have concerns?



Pupil well-being survey and employment

The recent Pupil Wellbeing Survey highlighted a number of pupils who stated they missed school due to paid work. This included pupils from year 4 up to year 12 .

We are aware that pupils themselves may not know the difference between paid work under performance regulations and paid work under employment regulations, so it may be that they had taken part in a licensed performance. However, we want to raise awareness in case they are missing school for paid employment other than performances.

Could schools look to raise awareness, of the child employment regulations, to pupil's and parents, providing links to the GCC Child employment web pages.

Please report any concerns around a child working to the CIEE team in GCC.

Minimum ages for employment

Children can work from the age of 13

A work permit is required until the last Friday in June in the year in which they turn 16 (end of compulsory school age).

Types of work allowed

- Delivering newspapers, journals etc
- Shop work
- Office work
- Car washing (by hand in a residential area)
- In hairdressing salons
- In a cafe or restaurant
- In riding stables
- Light domestic work
- Agricultural or horticultural work



Prohibited work

- Selling or delivering alcohol (except in sealed containers)
- Delivering milk
- Delivering fuel
- Telephone sales
- Collecting or sorting rubbish
- Working in theatres
- In any work more than 3 metres above ground level
- Working in a skittle alley



Working hours

- Not before 7am or after 7pm
- Not more than 2 hours a day outside school hours, but for only 1 hour before school.
- No more than 12 hours in any week (including weekends) during school term time.
- No more than 2 hours on a Sunday
- No more than 5 hours on a Saturday for 13-14 year olds and no more than 8 hours for 15-16 year olds
- No more than 25 hours for 13-14 year olds and 35 hours for 15-16 year olds in school holidays

What to do if you have a concern

The Children in Entertainment and Employment (CIEE) team can contact parents and employers where there are concerns about children working.

childemp@gloucestershire.gov.uk

01425427868

Both parents and employers can be held liable for allowing a child to work unlawfully.

What information do we need:

- Has a work permit been applied for?
- Employer name
- Type of industry
- Voluntary work – what is the nature of the organisation (profit making?)
- Location
- Key contact
- Hours of work
- What days?
- How many hours each day are they working?

Performance Licensing

When is a performance licence needed?

For children under school leaving age participating in:

- Films, plays, concerts, or other public performances.
- Sporting events or modelling assignments where the child is paid

Children must be supervised by a parent, school teacher, or a council-approved chaperone

School permission for absence

- Performances requiring absence from school will need permission from the headteacher
- Schools are encouraged to authorise absence for performance (C1 code, Working Together to Improve School Attendance)
- Concerns about impact on education can be discussed with the CIEE team
 - We will require evidence of the impact
 - A decision will be made based on this evidence and the licence may not be approved

Questions?

childemp@gloucestershire.gov.uk

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[Apply for a child employment permit | Gloucestershire County Council](#)

[Apply for a child performance licence | Gloucestershire County Council](#)

