

What is child employment?

Key Points?

- The child employment regulations apply to children under school leaving age. (the last Friday in June in school year in which they have their 16th birthday.)
- A child under 13 may not be employed.
- Voluntary work also requires a permit: Employment under the Children and Young Persons Act 1933 states that “a person who assists in a trade or occupation carried on for profit is considered as employed even though he or she may receive no payment.” Therefore, a child helping in their parent’s shop with no pay would still be classed as employment, as would voluntary work in a charity shop or in exchange for lessons at a riding stables.
- Babysitting is not considered ‘work’ under the law so does not require a permit.
- Where an activity falls under the legislation relating to employment then the employer **MUST** apply for a work permit.
- Children working without a work permit may not be covered by the employer’s insurance
- Employers and parents of children working unlawful could face prosecution and a fine of up to £1000
- Work experience can only be arranged by a DfE registered school or the Local Authority.
- Work permits can be withdrawn if there is failure to attend school, if schoolwork suffers, or if the job causes late attendance at school.

What hours can be worked?

- A child may not be employed before 7am or after 7pm.
- A child may not be employed before the end of the school day on any day on which the child has to go to school.
- Work permits will not be issued for any child between the hours of 9am and 3pm, Monday to Friday, during school terms.
- The regulations set out limited hours in relation to school days (this also applies to home educated children).

The guidance is:

Age 13 and 14

School Days

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 time.

Saturdays - 5 hours

Sundays - 2 hours

School Holidays

5 hours a day—maximum 25 hours in any week

Age 15 and 16

School Days

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 time.

Saturdays - 8 hours

Sundays - 2 hours

School Holidays

8 hours a day—maximum 35 hours in any week

Types of work

Jobs a child can do (not exhaustive):

- Deliver 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

Jobs a child cannot do (not exhaustive):

- Sell or deliver alcohol (except in sealed containers)
- Deliver milk
- Deliver fuel
- Sell or canvass door to door
- Telephone sales
- Collect or sort rubbish
- In a commercial kitchen
- In any work more than 3 metres above ground level
- In any job which may cause harm or injury
- In any work using dangerous machinery or chemicals
- Work involving exposure to adult material or in situations which are for this reason unsuitable for children
- Work in a skittle alley
- Work on a fairground/amusement park

Please note:

The permitted and prohibited lists are not exhaustive, please contact the child employment team if in doubt

What is my role within this topic?

If you become aware of a child working parents and employers need to be advised that there is legislation around children working and that the Children in Entertainment and Employment Team need to be contacted.

We can then contact parents and employers to discuss the work and issue a work permit if possible.

The more information we have about the nature of the work and the employer, the better. Below are some key pieces of information to collect if possible.

1. Has a work permit been applied for?
2. Employer:
 - Name:
 - Type of industry:
 - Voluntary work – what is the nature of the organisation (profit making?)
 - Location:
 - Key contact:
3. Hours of work:
 - What days:
 - How many hours each day:

Where can I get further information and who can I contact?

CIEE Team: email childemp@gloucestershire.gov.uk or telephone 01452 427868

Child employment website: <https://www.gloucestershire.gov.uk/education-and-learning/apply-for-a-child-employment-permit/> This includes guidance, application forms and information on reporting concerns.