

# CHILD EMPLOYMENT

## IF A CHILD HAS A PERMIT, CAN THEY BE STOPPED FROM WORKING?

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

## 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 school year in which he/she reaches his/her 16th birthday.

## WHAT DO YOU NEED TO DO NEXT?

If you have school age children working for you, it is your responsibility to obtain the permit for the child. To obtain an application form, contact the address or telephone number below.

## IMPORTANT THINGS TO REMEMBER!

As an employer of a school aged child you are responsible for the health, safety and welfare of the child when they are at work and must provide protective clothing where necessary. You must also carry out a risk assessment and inform the parents of any control measures taken.

The details in this leaflet are the general rules of child employment.  
To obtain a permit application form or for further  
information on child employment contact:

### Child Employment and Children in Entertainment Team

Education Services, Communities Directorate, Warwickshire County Council  
Saltisford Office Park, Ansell Way, Warwick CV34 4UL

Tel: 01926 742522 Email: [childemployment@warwickshire.gov.uk](mailto:childemployment@warwickshire.gov.uk)

Web: [www.warwickshire.gov.uk/childemployment](http://www.warwickshire.gov.uk/childemployment)

If this information is difficult to understand, we can provide it in another format, for example in Braille, in large print, on audiotape, in another language or by talking with you. Please contact us on 01926 742522



## A GUIDE FOR EMPLOYERS

## YOU CANNOT EMPLOY ANY CHILD WHO IS UNDER 13 YEARS OF AGE

A child is employed if he/she assists in any trade or occupation carried on for profit whether or not the child receives pay or reward. It also applies if the parent is the employer.

## EMPLOYERS ARE LIABLE FOR PROSECUTION IF THEY:-

- do not register their school age employees;
- employ school age children in a prohibited occupation;
- allow school age children to work outside the hours permitted.

You are responsible for the health, safety and welfare of the children you employ, and are required to carry out risk assessments.

You must ensure that the child has proper clothing and shoes including protective clothing where necessary, and to ensure that proper rest breaks are adhered to – at least 1 hour rest after 4 hours work. A child unregistered for employment with the Local Authority may not be covered by insurance.

## WHEN CAN CHILDREN WORK AND HOW LONG FOR?

Children must not work before 7am or after 7pm

|   | 13- 14 YEARS  | 15 - 16 YEARS                               |
|---|---|---|
| SCHOOL DAYS   | 2 hours*  | 2 hours*                                    |
|   | *Children can only work out of school hours. This may include 1 hour before school. |   |
| CHILDREN ARE NOT ALLOWED TO WORK MORE THAN 12 HOURS A WEEK DURING TERM TIME.                |   |   |
| SATURDAYS   | 5 hours   | 8 hours                                     |
| SUNDAYS   | 2 hours   | 2 hours                                     |
| SCHOOL HOLIDAYS   | 5 hours<br>Up to a maximum of 25 hrs a week   | 8 hours<br>Up to a maximum of 35 hrs a week |
| ALL SCHOOL AGE CHILDREN MUST HAVE AT LEAST TWO CONSECUTIVE WEEKS OFF DURING SCHOOL HOLIDAYS |   |   |

## WHAT JOBS CAN SCHOOL AGE CHILDREN DO?

13 year olds can only do light work in the following:-

- Agricultural or horticultural work;
- Delivery of newspapers, journals, leaflets (NOT to collect money)
- Shop work;
- Hairdressing salons;
- Office work;
- Riding stables, kennels or catteries;
- Café or Restaurant (not in a kitchen)



14/15/16 year olds can do light work in a wider range of jobs.

## PROHIBITED EMPLOYMENT

No child of any age may be employed:-

- ✗ in a cinema, theatre, discothèque, dance hall or night club (unless licensed to perform there);
- ✗ to sell or deliver 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 to sell or canvas door to door;
- ✗ in work involving exposure to adult material or in situations which are for this reason otherwise unsuitable for children;
- ✗ in telephone sales;
- ✗ in any slaughterhouse or in that part of any butcher's shop or other 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 arcade or in any other premises used for the purpose of public amusement by means of automatic machines, games of chance or skill or similar devices;
- ✗ in the personal care of residents of any residential care home or nursing home.