



HOW DO
YOU GET A WORK
PERMIT?

It is up to the employer to obtain the work permit. Once your child has found a suitable part-time job, then the employer will obtain the permit from the Local Education Authority.



WHAT IF MY
CHILD IS WORKING
TOO MANY HOURS OR
EMPLOYED IN A PROHIBITED
JOB?

If you have any concerns about employment or hours worked by your child, please contact us.

- No child of any age may be employed in any work before 7am or after 7pm any day of the week. During term time a child can only work for a maximum of 12 hours per week during any week in which they are required to attend school.

- A child must have a work permit if they have a part-time job and are of compulsory school age.

- All children who have a part-time job must take a consecutive two week break from employment during school holidays.

- An employer of a school aged child is responsible for the health, safety and welfare of the child when they are at work and must provide protective clothing where necessary.

- The employer must carry out a risk assessment and inform the parents of any control measures taken.

- Employers can be prosecuted by the Local Education Authority 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 allowed by the byelaws.

IMPORTANT THINGS TO REMEMBER!

Your child's employer is responsible for their health, safety and welfare when at work and must provide protective clothing where necessary.

They will also carry out a risk assessment and advise you of any control measures taken.

Your child will receive a permit once registered.

Work experience is not covered by the Child Employment Byelaws.

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
People Group
Family and Parenting Support
Building 3
Saltisford Office park
Ansell way
Warwick
CV34 4UL

Tel: 01926 742522
Fax: 01926 412794

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

Child Employment



A guide for Parents

This leaflet gives parents more information about the work their child is able to do whilst in compulsory education.

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.

IF MY CHILD HAS A NATIONAL INSURANCE NUMBER CAN THEY WORK FULL TIME?



If a child is issued with 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 AGE CAN SCHOOL AGE CHILDREN WORK?

Children must be 13 years old to undertake any part-time work.

WHAT ABOUT PAY?



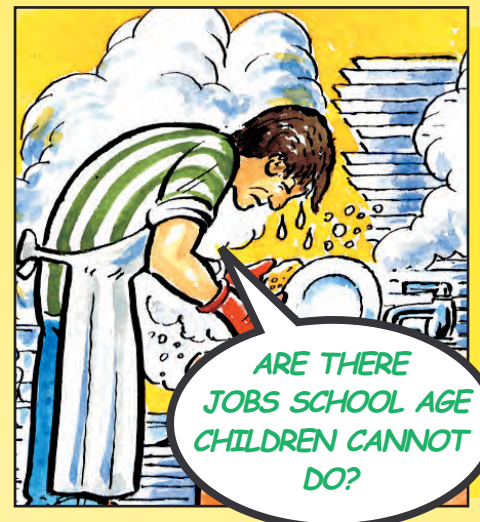
There is no minimum wage for children. It is up to you to decide whether or not you feel that your child is receiving a fair wage.

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* *Children can only work out of school hours. This may include 1 hour before school.	2 hours*
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 Up to a maximum of 25 hrs a week	8 hours Up to a maximum of 35 hrs a week

All school age children must have at least two consecutive weeks off during school holidays



ARE THERE JOBS SCHOOL AGE CHILDREN CANNOT DO?

Warwickshire County Council Byelaws say that:

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.

Your child must be registered with the LEA and will be issued with a work permit. If your child is working without a permit they may not be insured against injury should they be involved in an accident.

CAN CHILDREN BE STOPPED FROM WORKING?



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