

## DID YOU KNOW THAT

- Employment of children is governed by law and local bye-laws
- It is the sole responsibility of the employer to ensure a child is licensed.
- Employers can be prosecuted for employing children illegally i.e.: -
  - \* without a licence
  - \* under age
  - \* in prohibited occupations
  - \* for too many hours

### CONVICTION CARRIES A FINE OF UP TO £1000

- Children do have accidents due to their immaturity and inexperience. Your Employers Liability Insurance may be invalidated if a child does not have a licence to work and then has an accident.
- Under Health and Safety legislation, before employing a young person, the employer must have carried out a Risk Assessment and informed the child's parents of the outcome. Information on Risk Assessments may be obtained from the Environmental Health Department on telephone 01942 827902.
- Children need not necessarily have to be paid in order to be considered to be employed. This also applies to employers' own children.

Employers of children must ensure that:

- \*No child under 13 years of age is employed
- \*No child is employed in a prohibited occupation
- \*Children are employed for the correct number of hours
- \*Children are suitably dressed and equipped for the job
- \*Children aged over 13 and who are still in compulsory school age must be licensed.

## 13 & 14 year olds may work the following hours

<b>SCHOOL DAYS</b>	Not more than 2 hours in one day during the following periods: Morning: 7am to start of school or Evening: close of school to 7pm
<b>SATURDAYS</b>	Up to 5 hours between 7am and 7pm
<b>SUNDAYS</b>	Up to 2 hours between 7am and 11am
<b>TERM TIME</b> (Including weekends)	Up to a maximum of 12 hours a week (Including weekends)
<b>SCHOOL HOLIDAYS</b> (Including weekends)	Up to a maximum of 25 hours week. 5 hours a day, between 7am - 7pm on any day <u>except</u> Sunday. On Sundays, 2 hours between 7am - 7pm

## 15 & 16 year olds may work the following hours

<b>SCHOOL DAYS</b>	Not more than 2 hours in one day during the following periods: Morning: 7am to start of school or Evening: close of school to 7pm
<b>SATURDAYS</b>	Up to 8 hours between 7am and 7pm
<b>SUNDAYS</b>	Up to 2 hours between 7am and 11am
<b>TERM TIME</b> (Including weekends)	Up to a maximum of 12 hours a week (Including weekends)
<b>SCHOOL HOLIDAYS</b> (Including weekends)	Up to a maximum of 35 hours week. 8 hours a day, between 7am - 7pm on any day <u>except</u> Sunday. On Sundays, 2 hours between 7am - 7pm

The Law governing child employment is there to ensure that children are protected and not exploited if they have a part-time job while still of compulsory school age.

Young people may only do jobs from the following list of light work.

- **Agricultural or horticultural work**
- **Delivering newspapers**
- **Work in shop**
- **Work in a hairdressers**
- **Office work**
- **Wash cars ( not in a garage)**
- **In a café or restaurant**
- **Working in riding stables**
- **Domestic work in hotels**

“Light work” is defined as work, which is not harmful to the child’s safety, health and development and will not adversely affect the child’s attendance at school or ability to benefit from his/her education.

#### **COMPULSORY SCHOOL AGE**

A child is of compulsory school age until the day they are allowed to leave school (**the last Friday in June**). Not on their 16<sup>th</sup> birthday or when their National Insurance number has been received.

**Licences are available free of charge from:  
Education Welfare Service  
Tel: 01942 705405  
Fax: 01942 705408**



## **CHILD EMPLOYMENT**

## **GUIDANCE FOR EMPLOYERS**