

## EMPLOYING CHILDREN

There are laws regarding paid employment for children and confusion reigns where different rules apply for different age groups. Parental guidance is important during teenage years to provide a careful balance between supplementing pocket money and overwork, which can lead to poor schoolwork and attendance.

“Employment” includes assistance in any trade or occupation, which is carried on for profit, whether or not payment is received for that assistance. Often children are offered casual or temporary jobs whilst still under 16. These, in addition to all general part-time work, paper rounds etc are subject to the following regulations:

Information for employing children on a part-time basis

### **Both national legislation and all Local Authority bylaws 1998 state:**

- Children must be 13 (14 in some local authority areas) years old to be able to work part time
- No child can work before 7am or after 7pm
- No child can be employed for more than 2 hours on a school day and definitely NOT during school hours
- No child can be employed for more than 12 hours a week when school is open
- No child can work on Sundays for more than 2 hours
- Employers are obliged to undertake a Risk Assessment and inform you of the outcome
- It is the EMPLOYER'S responsibility to apply for a work permit with the Local Education Authority where the child WORKS

### **Other requirements Children in Employment**

- An application form will require a parents or carers signature and declaration of the child's fitness to work
  - A child cannot work without a parent or carers knowledge or consent
  - A check may be made regarding a child's attendance and progress at school

## **Specific hours of work allowed:**

### **13 & 14 Years - Term time**

- Maximum 12 hours in any 7 day week
- Maximum 2 hours in any school day (1 hour after 7 am and one hour after 7pm on school days or 2 hours Or maximum 2 hours after the end of the school day and before 7pm
- Saturday maximum 5 hours (1 hour break after 4 hours continuous work)
- Sunday maximum 2 hours Holidays
- Maximum 25 hours per 7 day week (5 hours in one day)(Sunday 2 hours only)

### **15 & 16 years - Term time**

- Maximum 12 hours in any 7 day week
- Maximum 2 hours in any school day (1 hour after 7 am and one hour after 7pm on school days or 2 hours Or maximum 2 hours after the end of the school day and before 7pm
- Saturday maximum 8 hours (1 hour break after 4 hours continuous work)
- Sunday maximum 2 hours Holidays
- Maximum 35 hours per 7 day week (8 hours in one day) (Sunday 2 hours only)

### **Remember:**

- morning working times and Sunday working times can vary in different local authorities, please check with your local authority Children in Employment
- schoolwork is very demanding so please make parents aware that their child should still be able to cope with and maintain their studies if they have a part time job
- Although most parents might encourage paper rounds or similar light duties, long hours, heavy or potentially dangerous work is exploitation and is illegal
- You risk prosecution if you do not have a permit for children to work
- A child without a work permit may not be covered by your insurance Further details can be obtained from The Education Welfare Service at your local authority, or The National Network for Child Employment & Entertainment [www.nncee.org.uk](http://www.nncee.org.uk)