

Hours of Work

No child may start work before 7.00am or finish later than 7.00pm.

No child may work for more than two hours on a Sunday whether it is term time or holiday time.

When aged between 13 years and their school leaving date a child may work:

ON SCHOOL DAYS

One hour before school and up to two hours after school. They must not work more than a total of **two hours** on any school day.

ON SUNDAYS (during term time AND holiday time)

A maximum of **two hours**.

OTHER DAYS WHEN THE SCHOOL IS NOT OPEN

Children aged 13 or 14 years old can work for a total of **five hours**. They must, however, have a break of **one hour** after **three hours** continuous working.

Young people aged 15 years and over can work for a total of **eight hours**. They must, however, have a break of **one hour** after **four hours** continuous working.

Total weekly working hours

Term Time

13–16 years (until official school leaving date)
12 hours total including Saturdays and Sundays

School Holidays

Children aged 13 or 14 years cannot work more than 25 hours in any one week including Saturday and Sunday.

Children 15 years or over cannot work more than 35 hours in any one week including Saturday and Sunday.

The child must have at least two consecutive weeks free from work during their school holidays each year.

Where to find us

For further information and work permit application forms:

**Child Employment
Babcock LDP
2nd Floor
Milford House
Pynes Hill
Exeter
EX2 5GF**

Tel: 01392 287201

Email: Suzanne.Baker@babcockinternational.com

Information and work permit application forms can be downloaded from the Babcock LDP website at:
www.babcock-education.co.uk/ldp/childemployment

Children receiving Elective Home Education

Any child who is receiving Elective Home Education is still governed by the Child Employment Regulations and therefore cannot be employed (either paid or unpaid) during the school day. For further information please visit: **www.babcock-education.co.uk/ldp/childemployment** and follow the link to 'Elective Home Education'.

Children on work experience placements arranged by their school do not require work permits.



These are some steps for Employers and Parents to follow

Devon County Council Byelaws regarding the Employment of Children state the type of work that a child or young person may do. The hours that they can work under the Children and Young Person Act should be considered alongside other regulations that apply to the workplace, e.g. Health & Safety Regulations, The Factories Acts, etc.

NO EMPLOYMENT SHOULD IMPEDE THE EDUCATION OF A CHILD.

A work permit can be refused or revoked if the employment is likely to be harmful to the child's education, safety or health. In order for a child of compulsory school age to lawfully work, they MUST have a work permit, issued on behalf of the Local Authority. A young person is of compulsory school age until the last Friday in June in the school year in which they reach the age of 16 (normally at the end of year 11).

Employment is defined as working or helping in a trade or occupation carried on for profit, which may or may not involve payment. This also applies if the parent is the employer.

Employers are responsible for ensuring that each child:

- Has a work permit. Unless a child is registered they may not be covered by the employer's public liability insurance
- Works only the hours stated on the work permit
- Carries out only the employment stated on the work permit
- Has adequate and appropriate clothing for the work to be undertaken

- Is in a good state of health for the work they are undertaking
- Has a risk assessment carried out relating to the proposed job of the child. The employer must inform the child's parents of any control measures taken

Type of Work and Age Restrictions

No child under the age of 13 years may be employed.

Children aged 13 may **only** be employed in **light** work in one or more of the following specified categories:

- Agricultural or horticultural work
- Delivery of newspapers, journals, etc
- Shop work
- Hairdressing salon
- Office work
- Car washing (by hand in a private residential setting)
- Cafe or restaurant
- Riding stable
- Domestic work in hotels, etc.

Children aged 14 and over may be employed in any light work provided that it is not on the list of **prohibited employment**.

Within one week of employing a child an employer has a legal responsibility to send to the authority written notification of the employment. Application forms are available (see back page).

Employers can be prosecuted by the Local Authority if they:

- Employ children in a prohibited occupation
- Allow children to work outside the hours allowed
- Do not register the children with the local authority

List of Prohibited Employment

No child of any age may be employed:

- In any industrial setting, e.g. a factory or industrial site
- In a cinema, theatre or club
- To sell or deliver alcohol except in sealed containers
- To deliver milk or fuel oils
- In a commercial kitchen
- To collect or sort refuse
- In any work more than three metres above ground or in the case of internal work, three metres above floor level
- In employment involving harmful exposure to physical, biological or chemical agents
- To collect money or sell/canvass door-to-door
- In telephone sales
- In a slaughterhouse or in a butcher's shop or other place connected with killing/butchery of livestock or the preparation of meat for sale
- As an attendant or assistant in a fairground or amusement arcade or in any place used for the purpose of public amusement by automatic machines, games of chance or skill, etc
- In the personal care of residents of any residential home or nursing home

There is no minimum wage for children. It is up to the parents to decide whether or not they feel their child is receiving a fair wage.

If you have any doubts as to the suitability of the workplace, please contact the Education Welfare Office at the address overleaf.