

Parent/Guardian Guide

London Borough of

Redbridge



A Parent/Guardian Guide to the Legal Employment of Children

This guide shows parents the work their child is able to do while in compulsory education and the responsibilities of the employer

The Children & Young Persons Act 1933 Section 18. The law states:

Under 13 Years

All work is prohibited

13 to 14 Years

School days

Not more than 2 hours a day
The 2 hours is either 1 hour before school and 1 hour after school between 7am and 8.30am and close of school and 7pm or 2 hours after school between close of school and 7pm

Saturdays

5 hours a day - **Must have a break after 4 hours**

Sundays

2 hours **Max** (between 7am-7pm)
Must not exceed 12 hours in any week

School Holidays

5 hours any day (except Sundays) -
Must have a break after 4 hours.
Must not exceed 25 hours in any week

15 to 16 Years

School days

Not more than 2 hours a day. The 2 hours is either 1 hour before school and 1 hour after school between 7am and 8.30am and close of school and 7pm **or** 2 hours after school between close of school and 7pm.

Saturdays

8 hours a day - **Must have a break after 4 hours**

Sundays

2 hours **Max** (between 7am-7pm)
Must not exceed 12 hours in any week

School Holidays

8 hours a day (except Sundays) - **Must have a break after 4 hours. Must not exceed 35 hours in any week**

To work your child must be registered and be issued with a work permit.

You have a duty in law to act as a responsible parent/carer - to register your child(ren) with the local authority for the purpose of child employment and to ensure they are fit for the job they are doing.

The regulations also apply to parents employing their own children in the family business.

If your child is working **without a permit** they may **not be insured against injury** should they be involved in an accident.

Children of compulsory school age cannot be employed:

- In a cinema, theatre, disco, dance hall, night club or television studio (unless licensed to perform there)
- In a club
- To sell or deliver alcohol
- 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/floor level In employment involving harmful exposure to physical, biological or hazardous chemical agents
- To collect money or to sell or canvass door to door
- In work involving exposure to adult material/situations unsuitable for children
- In telephone sales
- In any slaughterhouse, or in that part of any butcher's shop or other premises connected with other 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
- In domestic work in hotels and other establishments offering accommodation.

No child of any age may be employed in any work before 7am or after 7pm any day of the week

Before you allow your child to work part time, please satisfy yourself that:

- The job is safe
- The employer is reputable
- Their school work will not suffer
- They have applied for a work permit and you have signed the Application Form
- You have received a copy of the Risk Assessment from the employer

Employers have the ultimate responsibility

They must ensure that children of compulsory school age are registered with the local authority and have a permit.

They are responsible for the health, safety, and welfare of children they employ, and must make sure they have proper clothes and shoes for the job they are doing.

They must also carry out an individual risk assessment.

Employers can be prosecuted by the local 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

The details outlined in this leaflet are general rules in relation to child employment. Further information can be obtained from visiting:

www.redbridge.gov.uk