



Child Employment

A Guide for Employers

If you employ Children or are thinking of employing Children

The Law and Child Employment

- Children and Young Persons Acts 1933 and 1963.
- Education Acts 1944 to 1996.
- Children Act 1989.
- Children (Protection at Work) Regulations 1998.
- Bromley Council Byelaws 1998.

Child employment is also subject to a number of other Acts and Regulations including the Health and Safety (Young Persons) Regulations 1997,

NB: 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.

Regulations

- No child under the age of 13 may be employed.
- 13 year olds may do only certain types of work.
- Children may only do light work and certain employments are prohibited.
- The permitted hours for 13 and 14 year olds differ to those for 15 and 16 year olds.
- Rest periods are required.
- The employer must ensure that a child employee's health and safety are protected.

- Children of compulsory school age can be employed only if a work permit has been issued by the Council in whose area the child is working. **(NB: possession of a National Insurance number does not mean that the child/young person can leave school or work full-time).**
- Children remain of compulsory school age until the last Friday in June of the school year (1 September to 31 August) in which their 16th birthday falls.
- A work permit can be refused or cancelled if the employment is considered to be or likely to be harmful to the education, health or physical development of the child.

Applying for a Work Permit

Employers are responsible for applying to Bromley Council for a work permit for each child they employ in the Borough regardless of where the child lives.

Application forms are obtainable from:

**The Child Employment Officer
Education Welfare Service
Education Department
Bromley Civic Centre
Stockwell Close
BR1 3UH**

Tel: 020-8313-4151

The application must be endorsed by the child's parent.

NB: The Association of British Insurers has stated that unless a child is registered with the Local Authority they may not be included under the employer's liability insurance.

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When an application is received and the Child Employment Officer is satisfied that the work is legal and within the Byelaws, a work permit will be issued and sent to you.

You must instruct the child to carry the permit with them at all times when working as it must be produced to a Police Officer or Authorised Local Authority Officer on demand.

A work permit is personal to the particular child and specific to the employment, place of work and the authorised hours. If any detail changes, a new permit must be applied for.

Children in Entertainments (eg TV, theatre, film) or paid sport or modelling are subject to different regulations.

For further information contact the Child Employment Officer.

Permitted Hours of Work

Children may not work before 7am or after 7pm on any day.

No child may work for more than 4 hours without a one-hour rest break.

AGES 13 and 14

Term Time: Maximum of 12 hours per week as under:

Weekdays: maximum of 2 hours per day, one of which may be worked before school starts

Saturdays: maximum of 5 hours

Sundays: maximum of 2 hours

School Holidays: Maximum of 25 hours per week subject to the following daily limits:

Weekdays and Saturdays: maximum of 5 hours per day

Sundays: maximum of 2 hours per day

AGES 15 and 16

Term Time: Maximum of 12 hours per week as under:

Weekdays: maximum of 2 hours per day, one of which may be worked before school starts

Saturdays: maximum of 8 hours

Sundays: maximum of 2 hours

School Holidays: Maximum of 35 hours per week subject to the following daily limits:

Weekdays and Saturdays: maximum of 8 hours per day

Sundays: maximum of 2 hours per day

School Holiday Employment

In a calendar year a child must have at least two consecutive weeks free from school and from employment.

Permitted Employments for Children Aged 13

A child aged 13 may not be employed except in light work in one or more of the following specified categories:

- agricultural or horticultural work;
- delivery of newspapers, journals and other printed material;
- shop work including shelf stacking;
- hairdressing salons;
- office work;
- car washing by hand in a private residential setting;
- in a café or restaurant;
- in riding stables.

domestic work in hotels and other establishments offering accommodation.

Prohibited Employments

No child of any age may be employed:

- in a cinema, theatre, discotheque, dance hall or nightclub except in a performance given entirely by children or under a Child Performance licence;
- to sell or deliver alcohol, except in sealed containers;

Child Employment—A Guide for Employers

- 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 or floor level;
- in employment involving harmful exposure to physical, biological or chemical agents;
- to collect money or to sell or canvass door to door, except under the supervision of an adult;
- 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 purposes 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 unless under the supervision of an adult.

Penalties

Section 21 of the Children and Young Persons Act 1933 as amended provides, inter alia that:

If a child or young person is employed in contravention of Section 18 of the Act, or of the provisions of any Byelaws made thereunder, the employer and any other person (other than the person employed) to whose act or default the contravention is attributable shall be liable on summary conviction to a fine not exceeding level 3 on the Standard Scale (£1000).

This leaflet provides general guidance only

More detailed information and copies of the Byelaws can be obtained from the Child Employment Officer at the address shown overleaf.

A copy of the Byelaws may be examined at Bromley libraries.

Other leaflets available on child employment are:

- A Guide for Young People
- A Guide for Parents

Contact Details:

**Education Welfare Service, Bromley Civic Centre,
Stockwell Close, Bromley, BR1 3UH**

Tel: 020 8313 4120

Fax: 020 8313 4145

Website: www.bromley.gov.uk

Truancy Watch

Tel: 020 8313 4156