

Prohibited employment

No child may work at all in bars, commercial kitchens (incl. chip shops and takeaways), in any industrial undertaking or factory. There are various other prohibitions. Copies of the full byelaws are available on request.

Checks

Visits by Education Welfare Workers may be undertaken to your premises: to check on licences held and discuss any concerns we may have.

Health & Safety

The application form requires the employer to declare that they have carried out a "Risk Assessment", in accordance with the Health and Safety (Young Persons) Regulations 1996.

This is a legal requirement. Employers should consult Environmental Health if further advice on this issue is required.

Contact Details

Targeted Services
Child Employment
Staffordshire Place 1
Tipping Street
Stafford
ST16 2DH
Tel: 01785 278 927 / 277 409 / 276 937
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If you would like this information in large print, Braille, Audio tape/disc, British Sign Language or any other language please call Tel 01785 278927.



Children in Employment

A Guide for Employers



This leaflet explains the legal responsibilities of employers towards part time workers, who are still of compulsory school age. This includes all young people, until the last Friday in June, of their final compulsory school year. Therefore for students whose 16th birthday comes before the last Friday in June, these regulations still apply.

What is “employment”?

Employment is any work done for a “trade or occupation carried on for profit”, or in any commercial enterprise:

e.g. * shops * businesses
 * trades * commerce

This includes work done in a parent’s business and work for which the child is not paid.

Such work is illegal unless the employer obtains a licence for each child employed.

Registration procedures

The employer must complete an application form setting out the work the child will do, the hours etc. This form must be countersigned by the parent that the child is fit to carry out the work. If the work falls within the regulations, a licence will then be issued to the employer on receipt of the application form.

The licence is a legal requirement on the employer. Unlicensed children may not be recognised as employees for insurance purposes. The employer may also face prosecution if children are in their employment without a licence.

Legal requirements

The work children can do is tightly regulated in law which stipulates requirements around

- * age
- * hours
- * type of employment.

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

All work must be “light duties”.

13 year olds can only do a job on a specified list, e.g. paper delivery, in a café, shop/office work.

No child may work before 07.00 a.m. or after 7.00 p.m. on any day. (this includes Saturday & Sunday and school holidays).

No child may work for more than 2 hours on any school day. (no more than one hour before school).

A maximum of 12 hours may be worked in a school week (Monday – Sunday, inclusive).

No child aged 13/14 may work more than 5 hours a day on Saturday/holiday (max. 25 hours a week in school holidays). No more than 4 hours without a one hour break.

No child aged 15/16 may work more than 8 hours a day on Saturday/holidays (Max.35 Hours a week in school holidays). No more than 4 hours without a one hour break.

No child may work more than 2 hours on a Sunday.

A child who works the whole year must have a two week consecutive break at either Easter or in the summer.