



Child Employment

INFORMATION LEAFLET

**For
Employers**

Education Welfare Service



DO YOU EMPLOY CHILDREN OF SCHOOL AGE?

If yes, PLEASE make sure that each child has a work permit. Without a work permit they are illegally employed and therefore any liability insurance you have in place may not cover them if they have an accident at work. If you employ a child and do not have a work permit for them, or they are employed doing work or hours not specified on the work permit you could be prosecuted. Please ensure that you apply for the work permit within a week of the child being offered work and that a risk assessment has been undertaken before the child starts work.

HOW OLD DOES A CHILD NEED TO BE TO WORK?

They cannot work until they are 13 years old and, if they are working they will need a work permit until the last Friday in June in the school year that they become 16 years old (usually Year 11). This includes children working in a family business where persons other than family members are employed.

WHAT COUNTS AS EMPLOYMENT?

Employment is defined as working or helping in an occupation or trade carried out for profit (which may or not involve payment). A work permit could therefore be required for volunteers, depending on the work carried out.

WHAT JOBS CAN THEY DO?

FROM AGE 13 (Light work only)

- Agriculture or Horticulture work
- Newspaper and leaflet delivery
- Shop work
- Work in a hairdressers/barbers
- Office work
- Car washing by hand in a private residential setting
- In a café or restaurant
- In a riding stables
- Domestic work in hotels and other establishments offering accommodation

FROM AGE 14

they may be employed only in light work

PROHIBITED AREAS OF EMPLOYMENT

- In a cinema, theatre, disco, dance hall or night club
- Selling or delivering alcohol, except in sealed containers
- Delivering milk or fuel oils
- In a commercial kitchen
- Collecting or sorting refuse
- Any work more than 3metres above ground level, or if inside 3 metres above floor level
- Any employment involving harmful exposure to physical, biological or chemical agents
- Collecting money, selling, canvassing or delivering door to door (except under the supervision of an adult
- Work involving the exposure to adult material or in situations which for this reason are unsuitable for children
- Telephone sales
- In a slaughterhouse or any 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 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
- Work in an Industrial setting (like a factory or warehouse)

HOW MUCH WILL A WORK PERMIT COST?

It is FREE.

HOW MUCH DO CHILDREN GET PAID?

This is determined by the employer—children do not fall under the National Minimum Wage Scheme.

CAN A CHILD BE STOPPED FROM WORKING?

Yes. A permit can be refused or revoked if employment is harmful to the child's school attendance or education, safety, health or development.

ARE THERE LIMITS ON THE HOURS A CHILD CAN WORK?

Yes.

- They cannot be employed before 7am or after 7pm or during normal school hours.
- They can work no more than 2 hours (including a maximum of 1 hour before school) on a school day or a Sunday
- A child under 15 cannot work more than 5 hours (Mon-Sat) on any non-school day. This increases to 8 hours once they become 15.
- They can work no more than 12 hours in a week which includes a school day
- A child under 15 cannot work more than 25 hours in a week (7 consecutive days) that does not include a school day. This increases to 35 hours once they become 15
- No child can work more than 4 hours without a break of at least 1 hour.
- A child must have a break of 2 consecutive weeks during the year.

HOW DO I APPLY FOR A WORK PERMIT?

The application form and further information can be downloaded from bristol.gov.uk/childemployment or you can contact us at ceal@bristol.gov.uk or ring us on 0117 3521438.

Please return the completed form to:

ceal@bristol.gov.uk

Or

Education Welfare Service

(CH) PO Box 3399

Bristol City Council

Bristol

BS1 3NE
