

Summary of the legislation covering compulsory school age children

1933 CHILDREN & YOUNG PERSON ACT together with SOUTH GLOUCESTERSHIRE BYELAWS.

1. Children under the age of 13 years are not allowed to be employed in any capacity by any person (this also includes parents/guardians/relatives) whether they are paid or unpaid.
2. From 13-years-old to the end of their compulsory education (the last Friday in June of the year of their 16th birthday), they are allowed to work part-time.
3. For 13 year-olds there is a limited range of light work permitted roles which include: (a) agricultural or horticultural work; (b) delivery of newspapers, journals and other printed material, and collecting payment for same, (c) shop work, including shelf stacking; (d) hairdressing salons; (e) office work; (f) car washing by hand in a private residential setting; (g) in a café or restaurant; (h) in riding stables; and (i) domestic work in hotels and other establishments offering accommodation.
4. For 14 year-olds and over there is no specific list but may only be employed in light work. Construction, reconstruction, maintenance, repair, alteration or demolition **would not** be considered to be 'light work' and therefore prohibited. Children are **not allowed** to work on construction or building sites **under any circumstances**.
5. In addition to the above, children of any age are NOT permitted to be employed- (a) in a cinema, theatre, discotheque, dance hall or nightclub, except in connection with a performance given entirely by children; (b) to sell or deliver alcohol, except in sealed containers; (c) to deliver milk; (d) to deliver fuel oil; (e) in a commercial kitchen; (f) to collect or sort refuse; (g) in any work which is more than three metres above ground level or, in the case of internal work, more than three metres above floor level; (h) in employment involving harmful exposure to physical, biological or chemical agents; (i) to collect money or to sell or canvass door to door, except under the supervision of an adult; (j) in work involving exposure to adult material or in situations which are for this reason otherwise unsuitable for children; (k) in telephone sales; (l) 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; (m) 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; (n) in the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult.

6. During a child's first week at work the employer is required to submit an employment permit application form in order to legally register the child's employment with the local authority in whose area the employment takes place (not where the child lives or where the child goes to school).
7. Employers must complete risk assessments specific to the workplace, the individual child they wish to employ and the roles they will undertake as well outline how they intend to mitigate the risks of the transmission of the COVID-19 virus - these are reviewed with rigour by an authorisation panel
8. Once an application has been submitted (and meets all the requirements of the Act and local authority byelaws) an employment (work) permit will be issued (to employer and child), confirming that the child is registered for work. Hours and place of work, employer details, child details and in some cases additional requirements will all be listed on the employment permit.
9. Permits will not be authorised if the Child Employment Team believe the work poses potential risk to physical or emotional well-being or that any employment will have an adverse impact on their education.
10. Employment (work) permits are specific to the child, the employer and the employment. If a child has more than one job (whether it is with the same employer, another employer or at a different place of employment) each job needs to be registered separately with the appropriate local education authority.
11. Penalties - an employer who employs a compulsory school age child without an employment (work) permit is in contravention of the child employment regulations and action may be taken against them by the local education authority in whose area the employment takes place.
12. In general if a child is employed in contravention the case would be heard in a Magistrate's Court and the maximum fine is currently £1,000. If the contravention is related to Health & Safety it could be heard in Crown Court and attract a maximum fine of up to £20,000.

More details of Child Employment can be found here [Child employment | South Gloucestershire Council \(southglos.gov.uk\)](#) or by contacting the Child Employment Team on Tel: (01454) 863403 or (01454) 868413 or E-mail: Amanda.lowe@southglos.gov.uk or Rebecca.chatterton@southglos.gov.uk

Permitted Hours of Employment for Children and Young People

13 & 14 Year Olds Term Time- Maximum 12 hours per week

Day	Times children may work	Maximum Hours
Monday to Friday	1 hour before school (after 7am) and 1 hour after school (before 7pm) OR 2 hours after school (before 7pm)	2 hours
Saturday	Between 7am and 7pm	5 hours
Sunday	Between 7am and 7pm	2 hours

13 & 14 Year Olds School Holidays - Maximum 25 hours per week

Days	Times children may work	Maximum Hours
Monday to Friday	Between 7am and 7pm	5 hours
Saturday	Between 7am and 7pm	5 hours
Sunday	Between 7am and 7pm	2 hours

15 & 16 Year Olds Term Time- Maximum 12 hours per week

Day	Times children may work	Maximum Hours
Monday to Friday	1 hour before school (after 7am) and 1 hour after school (before 7pm) OR 2 hours after school (before 7pm)	2 hours
Saturday	Between 7am and 7pm	8 hours
Sunday	Between 7am and 7pm	2 hours



Department for Children, Adults and Health

15 & 16 Year Olds School Holidays - Maximum 35 hours per week

Days	Times children may work	Maximum Hours
Monday to Friday	Between 7am and 7pm	8 hours
Saturday	Between 7am and 7pm	8 hours
Sunday	Between 7am and 7pm	2 hours