

# 10 things you should know about Child Employment



Northumberland Education Welfare Service is part of the Virtual School in the Education and Skills Service

1

Education Welfare work to ensure the local authority's statutory duties and responsibilities for safeguarding children in relation to school attendance, elective home education, children missing education, child employment and performance licensing are carried out to the highest possible standard.

2

Legislation in relation to Child Employment applies to all children from birth until compulsory education ends. It is designed to ensure a child's welfare is paramount.

3

The youngest age a child can work part-time is 13, except children involved in areas like: television, theatre and modelling. Children working in these areas will require a performance licence.

4

There are several restrictions on when and where children are allowed to work. Children are not allowed to work: without an employment permit; in places like a factory or industrial site; during school hours, before 7am or after 7pm; for more than one hour before school (unless local bylaws allow it); for more than 4 hours without taking a break of at least 1 hour; in most jobs in pubs and betting shops and those prohibited in local bylaws; in any work that may be harmful to their health, well-being or education.

# 5

There are also special rules which apply during term times and school holiday times. During term time children can only work a maximum of 12 hours a week. This includes: a maximum of 2 hours on school days and Sundays; a maximum of 5 hours on Saturdays for 13 to 14-year-olds, or 8 hours for 15 to 16-year-olds.

# 6

During school holidays 13 to 14-year-olds are only allowed to work a maximum of 25 hours a week. This includes: a maximum of 5 hours on weekdays and Saturdays; a maximum of 2 hours on Sunday.

15 to 16-year-olds can only work a maximum of 35 hours a week. This includes: a maximum of 8 hours on weekdays and Saturdays; a maximum of 2 hours on Sunday.

# 7

Licences are issued by the local authority in which the employment is to take place. Checks are made to ensure compliance with regulations. The local authority may refuse, or revoke a work permit if: the child does not attend at school; they are frequently late for school; their school work suffers because of the employment; their health suffers because of the employment; the employment is, or becomes, unlawful.

# 8

Local bylaws list the jobs that children can't do. If a job is on this list, a child under the minimum school leaving age can't do this work. Local bylaws may also have other restrictions on working hours, conditions of work and the type of employment.

# 9

Licence information and applications are available at:  
[www.northumberland.gov.uk](http://www.northumberland.gov.uk)  
or contact [educationwelfare@northumberland.gov.uk](mailto:educationwelfare@northumberland.gov.uk)

# 10

We are always happy to discuss any queries you may have:  
Angela Cunningham, Education Welfare Service Manager  
Celia Armit, Child Employment Admin Lead Officer  
Tel no 01670 622800



EDUCATION WELFARE TEAM



01670 622800



Webpage:  
[Inclusion and the Virtual School](#)



Angela Cunningham



[angela.cunningham@northumberland.gov.uk](mailto:angela.cunningham@northumberland.gov.uk)



Education and Skills Service  
Wellbeing and Community Health  
Services Group  
County Hall, Morpeth  
NE61 2EF