

10 things you should know about Child Employment



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Child Employment licences in Northumberland are approved and administered by the Education Welfare team.

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Legislation in relation to Child Employment applies to all children from birth until compulsory education ends at age 16. It is designed to ensure a child's welfare is paramount.

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The youngest age a child can work part-time is 13, apart from children involved in areas like television, theatre and modelling. Children working in these areas will require a performance licence (which is also issued by the Education Welfare team in Northumberland).

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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);

	<ul style="list-style-type: none"> • 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	<p>There are also special rules which apply during term times and school holiday times.</p> <p>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.</p>
6	<p>During school holidays 13 to 14-year-olds are only allowed to work a maximum of 25 hours a week.</p> <p>This includes: a maximum of 5 hours on weekdays and Saturdays and a maximum of 2 hours on Sunday.</p>
7	<p>15 to 16-year-olds can only work a maximum of 35 hours a week.</p> <p>This includes: a maximum of 8 hours on weekdays and Saturdays and a maximum of 2 hours on Sunday.</p>
8	<p>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:</p> <ul style="list-style-type: none"> • 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.
9	<p>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.</p>
10	<p>Licence information and applications are available at</p> <ul style="list-style-type: none"> • www.northumberland.gov.uk • or contact educationwelfare@northumberland.gov.uk
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