

PERMITTED WORKING HOURS FOR SCHOOL CHILDREN CHILDREN & YOUNG PERSONS ACT 1933 (Section 18)

CHILDREN AGED 13/14	CHILDREN AGED 15/16
TERM TIME HOURS (Maximum 12 hours per week)	
<u>Monday – Friday</u> 2 hours per day between 7AM to 7PM. Not during school hours	<u>Monday – Friday</u> 2 hours per day between 7AM to 7PM. Not during school hours
<u>Saturday</u> 5 hours between 7AM to 7PM (1 hours break required if working over 4 hours)	<u>Saturday</u> 8 hours between 7AM to 7PM (1 hour break required if working over 4 hours)
<u>Sunday</u> 2 hours maximum between 7AM to 7PM	<u>Sunday</u> 2 hours maximum between 7AM to 7PM
SCHOOL HOLIDAYS	
<u>Monday – Saturday</u> 25 hours per week maximum between 7AM to 7PM or 5 hours per day (1 hour break required if working over 4 hours)	<u>Monday – Saturday</u> 35 hours per week maximum between 7AM to 7PM or 7 hours per day (1 hour break required if working over 4 hours)
<u>Saturday</u> 5 hours (1 hours break required if working over 4 hours)	<u>Saturday</u> 8 hours (1 hour break required if working over 4 hours)
<u>Sunday</u> 2 hours maximum	<u>Sunday</u> 2 hours maximum

- The employer is legally responsible for carrying out a **Health & Safety Risk Assessment** and sharing the findings and actions they will take to protect the child worker with the child and their parent.
- The employer should ensure that their **Employer Liability Insurance** covers child workers (regardless of whether they are paid for their work or not) and may not be covered by the employer liability insurance if they are under-age, employed in a prohibited occupation or work outside of the working hours permitted for school children.
- The employer is responsible for applying for a **Work Permit** for the child from the local authority in the location where the child works. It is prudent that the employer checks the identity and checks proof of age via a passport or birth certificate.
- The employer can be fined up to £1000 per offence per child if they employ school children unlawfully in prohibited occupations, outside of the working hours permitted or without a child work permit. Application forms can be obtained from the child employment officer at the address overleaf.
- Children must be allowed a two-week period free from working during their school holidays each year. The provision for rest breaks is set out in the chart above.

OCCUPATIONS PROHIBITED TO SCHOOL CHILDREN (BYELAW 3)

No child of any age may be employed – (a) in a cinema, theatre, disco, dance hall or night club, 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 oils; (e) in a commercial kitchen; (f) to collect or sort refuse; (g) in work more than three metres above ground level; (h) in employment involving harmful exposure to physical, biological or chemical agents; (i) to collect money or canvass door to door; (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 a slaughterhouse or in a butchers shop or other premises connected with the killing of livestock, butchery or preparation of carcasses or meat for sale; (m) as an attendant in a fairground or amusement arcade; (n) in the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult