

## Children in the workplace FAQ

### How old does a child need to be to work?

A child needs to be aged at least 13 to work.

### Why do 13-16 year olds need work permits?

It is a legal duty of employers to ensure that school age children have a permit. The law is in place to protect children who work so that they are:

- safe from injury
- protected from exploitation
- benefiting fully from education
- having enough spare time to rest and enjoy social activities.

### I am an employer – do I need to do anything if I have someone aged between 13 and 16 working for me?

Yes. Young People aged 13 - 16 must have a permit if they are employed, whether paid or unpaid. Anyone who employs young people has a legal duty to inform the Local Authority (Bath & North East Somerset Council) and register the young person as working. Failure to do so means they are not only breaking the law but liability insurance will not be valid.

Application forms can be downloaded or email [cmes@bathnes.gov.uk](mailto:cmes@bathnes.gov.uk) to request one.

### Do parents/carers have to consent to their child working?

Yes, this is a legal requirement.

### How many hours can a child work?

It depends on whether it is a school day, a Saturday, Sunday or holiday time. Please see rules below.

#### ***During term-time:***

Children must not work for more than 12 hours per week during term time. They can work for a maximum of 2 hours a day on school days. They can work between 7am and 8am or between close of school and 7pm.

#### ***Saturday and Sunday working hours***

13-14 year olds can work for **five hours** between 7am and 7pm on Saturdays and for 2 hours between 7am and 7pm on Sundays.

15-16 year olds can work for **eight hours** between 7am and 7pm on Saturdays and for 2 hours between 7am and 7pm on Sundays.

### **School holiday working hours**

13-14 year olds can work for **five hours** a day on any day (except Sunday) during the school holidays between 7am and 7pm. During the holidays total hours worked each week **MUST NOT EXCEED 25 hours** and must include at least 2 consecutive weeks without employment per year.

15-16 year olds can work for **eight hours** a day on any day (except Sunday) during the school holidays between 7am and 7pm. During the holidays total hours worked each week **MUST NOT EXCEED 35 hours** and must include at least two consecutive weeks without employment per year.

**Remember: No child of any age may work more than 4 hours in any day without a rest break of 1 hour.**

### **Can the Council revoke the permit?**

Yes if it has grounds to believe the child is being unlawfully employed or that his/her health, welfare or education is suffering as a result of the employment.

### **I am aged between 13 and 16. How do I get an employment permit?**

It is the responsibility of the employer to ensure they have registered you with the Council as working. You can ask for an employment permit application form from your prospective employer, your school, from the Children Missing Education Service (cmes@bathnes.gov.uk) or you can download a form from our website.

### **Does my school have to know if I have a job?**

Yes. Your school will be asked to give their views on how your education might be affected by you doing some part-time work.

### **When can a child start full-time work?**

Once they've reached the statutory school leaving age. Statutory school leaving age is the last Friday of June in the school year in which the young person reaches the age of 16.

### **Can children be involved in street trading?**

Not if they are under 14. Children aged 14 and over may engage in street trading if they have a licence and are employed by his/her parent in their retail business and is under their direct supervision. See full details on street trading rules here ([LINK](#))

### **What types of work are 13-16 year olds allowed to do?**

They are allowed to do 'light work'. This means work that is not likely to be harmful to the safety, health or development of the children. It must not be harmful to their attendance at school or to their participation in work experience or to their capacity to benefit from the instruction received or the experience gained. This light work may be in one or more of the following categories:

- Agricultural or horticultural work
- Delivery of newspapers, journals and other printed material
- Shop work, including shelf stacking
- Hairdressing salons
- Office work

- Car washing by hand in a private residential setting
- In a café or restaurant (but must not enter into a commercial kitchen)
- In riding stables
- Domestic work in hotels and other establishments offering accommodation

### **What kind of work is a child NOT allowed to do?**

Bath and North East Somerset Bylaws dictate that no child of any age may be employed:

- In a cinema, theatre, discotheque, dance hall or night club, except in connection with a performance given entirely by children. (This does not prevent children taking part in performances under the provisions of a licence granted in accordance with the Children and Young Persons Act 1963, and the associated Regulations;
- To sell or deliver alcohol;
- To deliver milk;
- To deliver fuel oils;
- In a commercial kitchen
- To sort or collect refuse;
- 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;
- In employment involving harmful exposure to physical, biological or chemical agents;
- To collect money or to sell to canvass door-to-door;
- In work involving exposure to adult material or in situations which are for this reason otherwise unsuitable for children;
- In telephone sales;
- In any slaughterhouse or in that part of a butcher's shop or other premises connected with the killing of livestock, butchery, the preparation of carcasses or meat for sale, or for the curing of fish;
- 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;
- In the personal care of residents of any residential care home or nursing home.
- In the sale or delivery of cigarettes, tobacco or dangerous drugs.

### **Does a child need a permit if they're doing work for charity?**

Yes

### **Does a child need a permit for work experience?**

No.

### **Does a child need a permit if they are helping out their parents eg. delivering leaflets or helping out in the family shop?**

Yes.

### **Who regulates the employment of young people?**

The employment of young people is regulated by the Children & Young Person Act 1933 & 1963, the Children (protection at Work) Regulations 1988 and Bath & North East Somerset Bylaws on the Employment of Children 1998. For full bylaws go to **[Bath and North East Somerset Bylaws](#)**.

### **What happens if an employer has not notified B&NES that they are employing a 13-16 year old?**

Failure to comply with the legislation can lead to an employer being prosecuted and on conviction be fined up to £1000.

### **Where can I find more information?**

You can download this information from our webpage.

**IF A CHILD IS INVOLVED IN ACTING, PERFORMING OR MODELLING THEY NEED A PERFORMANCE LICENCE – FULL INFORMATION CAN BE FOUND (LINK)**