

FAO ALL PARENTS

CHILD EMPLOYMENT AND WORK PERMITS

Is your child of compulsory school age and working in part time employment (paid or voluntary)?

If so, do they have a child employment licence/work permit?

Legislation states that children are required by law to apply for a work permit from their local authority. (The children and Young Persons Act 1963 Sections 18(2) and 20(2) (amended) and the Children Protection at Work Regulations 1998)

Children of compulsory school age are allowed to engage in light work from the age of 13 however the hours and types of work are restricted.

(Compulsory school age is until the last Friday of June in Year 11)

Within one week of a child starting employment an employer **MUST** apply to the local authority for a child work permit.

The LA will issue a work permit if they are satisfied that the proposed employment is lawful. Checks are made to ensure that the child's health, welfare and education will not be impacted and that the child is fit to undertake the duties of work involved.

The permit will give details of the child, the hours and days on which the child is to be employed.

The permit is issued to the child with copies sent to the employer and parents

A LA may revoke a child's employment permit if it is considered the child is being illegally employed or it may impact on their health, welfare, **educational ability or attendance at school.**

If a licence is revoked **an employer must** terminate the child's employment.

If a licence is not applied for or is revoked and the employment continues then your child **will not be covered by the employers' liability insurance.**

The employer would be uninsured and subsequently committing an offence.

WORKING REGULATIONS AND RESTRICTIONS

A child who is working **and** holds an Employment Permit issued by NELC must adhere to the regulations and restrictions to working hours as outlined in the table below:

SCHOOL TERM TIME			
	School Day	Sunday	Total Weekly Limit (incl. Sunday)
Children under 15	2 hours	2 hours	12 hrs
Children aged 15 & over but under the school leaving age	2 hours	2 hours	
During the school term CHILDREN CANNOT WORK <ul style="list-style-type: none"> • More than 1 hour before or 1 hour after school* • Before 7am and after 7pm* • A period not exceeding 2 hours between the end of school and 7pm* • During school hours 			
NON-SCHOOL DAY/SCHOOL HOLIDAYS			
	Monday to Saturday	Sunday	Total Weekly Limit (incl. Sunday)
Total Weekly Limit	5 hours #	2 hours	25 hours #
Children aged 15 & over but under the school leaving age	8 hours #	2 hours	35 hours #
On a non-school day children may not work <ul style="list-style-type: none"> • Before 7am and after 7pm • For more than 4 hours without taking a break of at least 1 hour # • Without a 2 week break from any work during school holidays in each calendar year # 			

CHILDREN CANNOT WORK WITHOUT A CHILD EMPLOYMENT LICENCE ISSUED BY NELC.

A copy of the child employment licence/permit application form along with full details of the age restrictions, permitted hours of work and prohibited types of employment can be found at

www.nelincs.gov.uk/schoolsandeducation/educationwelfare/childemployment

Alternatively you can call the Education Welfare Service on 01472 326291

Option 1