



North  
Yorkshire County Council



# School Children and part-time work

**Children and Young People's Service**

A responsive County Council providing excellent and efficient local services

## Compulsory school age

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A child is of compulsory school age until the last Friday in June of their Year 11, if their 16th birthday occurs between the previous 1 September and the following 31 August.

## What should parents or carers do?

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If your child has a job you must make sure that:

- you know where your child is working;
- their duties and hours of work are allowed;
- they get a work permit.

## What can schools do?

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Schools can help to prevent children being exploited in employment by:

- raising awareness of child employment issues in school;
- making sure pupils know they are legally required to have a work permit;
- notifying their Education Welfare Office (EWO) of pupils who are working.



## What should employers do?

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If you are employing school-age children you have a legal duty to:

- apply for a work permit within seven days – all children in employment are legally required to have a work permit;
- undertake a risk assessment;
- make sure that children are employed for the correct number of hours;
- make sure that children are employed doing work which is not harmful to their safety, health or welfare and does not interfere with their attendance at school;
- make sure that no child is employed in a prohibited job.

## Permitted employment of children aged 13

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A child of 13 may not be employed except in light work in one or more of the following specified categories:

- Agricultural or horticultural work
- Delivery of newspapers, journals and other printed materials.
- Shop work, including shelf stacking
- Hairdressing salons
- Office work
- In a café or a restaurant
- In riding stables, kennels and catteries
- Domestic work in hotels and other establishments offering accommodation.

## Prohibited Employment

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No child of any age may be employed:

- In a cinema, theatre, discotheque, dance hall or nightclub, except in connection with a performance given entirely by children.\*
- To sell or deliver alcohol, except in sealed containers.
- To sell or deliver fuel oils.
- In a commercial kitchen.
- To collect or sort refuse.
- In any work which is three metres above ground level or, in the case of internal work, more than three metres above floor level.
- In employment having harmful exposure to physical, biological or chemical agents.
- To collect money or to sell or 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 and canvassing.
- In any slaughterhouse or in that part of any butcher's shop or other premises connected with the killing of livestock, butchery, or in the preparation of carcasses or meat for sale.
- As an attendant or assistant in a fair ground 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.

\*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 regulation risk.

## What hours are allowed?

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These change depending on age.

- There are different rules for school term time and during school holidays.
- Night work is not allowed.
- Not before 7am or after 7pm on any day.

## School term-time

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A child can work for no more than 12 hours per week.

A child can work a maximum of two hours on a school day in either of the following ways:

- one hour starting not earlier than 7am before the start of school, and a maximum of one hour between the end of school and 7pm or
- a maximum of two hours between the end of the school day and 7pm.



## School holidays

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### **If a child is under 15 years**

No more than five hours work per day and no more than 25 hours per week.

### **If a child is over 15 years**

No more than eight hours per day and no more than 35 hours per week.



## Saturdays

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### **If a child is under 15 years**

No more than five hours work per day.

### **If a child is over 15 years**

No more than eight hours work per day.

## Sundays

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No more than two hours work.

## Breaks and holidays

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No more than four hours of work without a rest break of at least one hour.

A child is entitled to two weeks holiday per year which must be work and school free.

## The Law

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The Law governing child employment exists to ensure that children are protected and not exploited if they have a part-time job, while still of compulsory School age.

All young people who work or assist in a trade or occupation which is carried out for profit purposes are considered to be employed even if they receive no payment for that assistance.

Children from 13 to compulsory school leaving age must carry their Work Permit with them when working.

The employer is responsible for the Health and Safety of the child while at work.

There are limits to the times and days that children can work.

There are limits to the types of employment that children are allowed to do.



## Further information

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If you have any queries or require further information please contact:

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### Contact us in the following ways...

**By telephone:** Our Customer Service Centre is open:  
Monday - Friday 8.30am - 6.00pm  
and Saturday 9.00am - 12.00pm

**Call: 0845 8727374**

**By email:** [customer.services@northyorks.gov.uk](mailto:customer.services@northyorks.gov.uk)

or you can access all North Yorkshire County Council  
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If you would like this information in another language or  
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