

# Child Employment

## Hours of Work

Under 13 years old – all work is prohibited

**During term time, a child can work no more than 12 hours per week**

## School Days

### Ages 13 to 16 – School Days

- Not more than 2 hours a day.
- Either 1 hour before school and 1 hour after or 2 hours after school and before 7pm.
- Maximum of 12 hours per week.

## School Holidays

### If a child is UNDER 15 years (Mon-Fri)

- Maximum of 5 hours per day between 7am and 7pm (with at least 1 hours break after 4 hours continuous work).
- May not exceed 25 hours per week.

### If a child is OVER 15 years (Mon-Fri)

- Maximum of 8 hours per day between 7am and 7pm (with at least 1 hours break after 4 hours of continuous work).
- May not exceed 35 hours per week.

## Saturdays

### If a child is UNDER 15 years

- Maximum of 5 hours between 7am-7pm (with at least 1 hours break after 4 hours continuous work).

## If a child is OVER 15 years

Maximum of 8 hours between 7am-7pm ( with at least 1 hours break after 4 hours continuous work).

## Sundays

- Maximum of 2 hours between 7am and 7pm (applies to 13-16 years of age)

## Additionally:

- There must be 2 consecutive weeks of holiday each year.

### For further information

More information is available on the National Network for Children in Employment & Entertainment (NNCEE)  
website: [www.nncee.org.uk](http://www.nncee.org.uk) or  
[www.northyorks.gov.uk](http://www.northyorks.gov.uk)

For further advice, help and a child employment application form please contact:

### Safeguarding Unit

North Yorkshire County Council  
Room SB 216  
South Block  
County Hall, Northallerton DL7 8AE  
Tel: 01609 532477  
Email: [safeguardingunit@northyorks.gov.uk](mailto:safeguardingunit@northyorks.gov.uk)



Information for young people of compulsory school age and employers

The employment of young people is subject to a number of Acts & Regulations, in particular:

- Children and Young Persons Act 1933 to 1968
- Employment of Children Act 1973
- Education Act 1944 to 1996
- Children Act 1989
- Children (Protection at Work) Regulations 1988
- North Yorkshire County Council Employment of Children Byelaws 1998

Depending on a young person's age, the type of work and the hours of work which they may undertake are limited. This leaflet gives a summary of the regulations.

### Examples of work usually approved

- ✓ Newspaper delivery
- ✓ Shop work
- ✓ Office work
- ✓ Restaurant/café work (not involving cooking)

### Examples of Work NEVER Approved (this is not an exhaustive list)

- ✗ Work in commercial kitchens
- ✗ Work in amusement arcades
- ✗ Cooking food
- ✗ Delivering milk
- ✗ Work in a cinema, theatre or club

No child or young person under the age of 13 may be employed in any capacity, including by parents or guardians.

### Applying for a Work Permit

North Yorkshire County Council Safeguarding Unit will consider issuing a work permit on receipt of the application form which has been signed by both the employer and the parent. Permits are available free of charge.

The Safeguarding Unit must be satisfied that the young person's health, welfare and ability to take full advantage of their education would not be jeopardised by undertaking such work. The employer is required to complete a risk assessment and share this information with the parent/guardian.

On receipt of a request for a work permit, an application form is sent either directly to the employer or via the young person to the employer.

Section 1 of the application form should be completed by the parents. It is advisable that Section 2 is completed first by the employer, as this will confirm the hours and days of work. The parent is then required to sign in agreement with the information on the form.

North Yorkshire County Council retains the right to insist in certain circumstances that a child has a medical examination to prove he/she is fit for work.

A work permit will be issued to the young person if the application is approved, and is valid for 12 months.

The permit will contain the following information:

- The name, date of birth of the young person
- The hours of employment including breaks
- The nature of the employment
- The place of employment
- The place of education

The permit must be produced for inspection when required by an authorised inspection officer. The Headteacher of the child's school will be advised when a work permit has been issued.

### Compulsory School Age

A child whose 16th birthday occurs between 1st September and 31st August (both dates inclusive) is of compulsory school age until the last Friday in June.

**Employers can be prosecuted for employing children illegally.**