



CHILD EMPLOYMENT



Q: Can you
be
employed
without a work
permit?





Employing a child of compulsory school-age without a work permit **is illegal**



Any employer found to be doing so may be liable to prosecution by the Local Authority

Q: When is it
legal for you to
work?



You may only work if you:

- are 13 years of age and over
- have a work permit issued by the Local Authority
- have suitable clothes and shoes if working outdoors

In addition you can only be employed in light work which:

- is not likely to be harmful to your safety, health or development, and
- does not affect your attendance at school

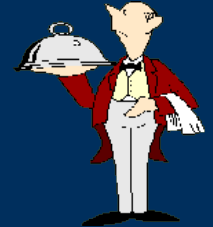


Q: What work
can you
undertake?



At the age of 13 years and over you may only do light work in certain occupations, for example:

- Newspaper delivery
- Café/Restaurant/Pub - washing up and waiting on tables - but **not** in the kitchen
- Shop work
- Office work
- Hairdressing
- Cleaning - including domestic work in hotels
- In riding stables
- Car washing by hand in a residential setting
- Agricultural or horticultural work
- Sports Centres



Q: What work
cannot be
undertaken?



Even if you are 13 years of age and over, you **cannot** do the following work:

- Amusement arcades
- Fairgrounds
- Telephone sales
- Petrol stations/Garages
- Transport industry
- Collecting money or selling door to door
- Serving alcoholic drinks in a Pub/Bar
- Cinema
- Commercial kitchen
- Refuse work
- Milk delivery
- Factory work
- Butcher's shop



Q: What hours
can you
work?

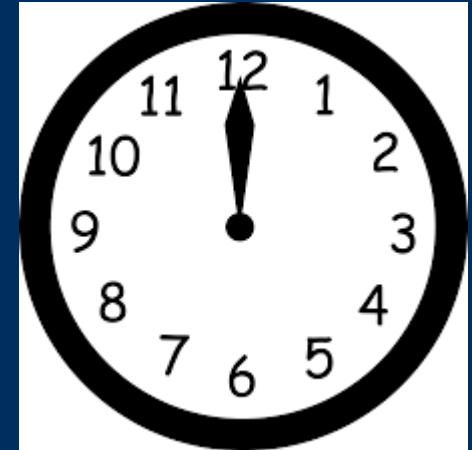


Working time varies between term time and school holidays, as well as your age:



A maximum of 12 hours a week in term time

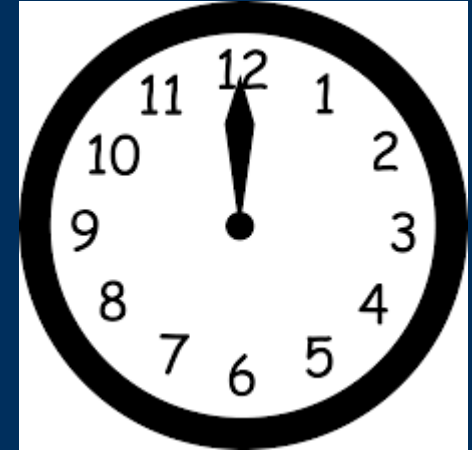
	13 AND 14	15 AND 16
MONDAY - FRIDAY	<ul style="list-style-type: none">•only 2 hours in one day•only 1 hour between 7.00 am and the start of school•not after 7.00 pm	Same 13 & 14 years of age
SATURDAY	<ul style="list-style-type: none">•5 hours between 7.00 am and 7.00 pm	<ul style="list-style-type: none">•8 hours between 7.00 am and 7.00 pm
SUNDAY	<ul style="list-style-type: none">•2 hours between 7.00 am and 7.00 pm	<ul style="list-style-type: none">•2 hours between 7.00 am and 7.00 pm



Working time varies between term time and school holidays, as well as your age:

School holidays

	13 AND 14	15 AND 16
MONDAY – SATURDAY	•5 hours between 7.00 am and 7.00 pm	•8 hours between 7.00 am and 7.00 pm
SUNDAY	•2 hours between 7.00 am and 7.00 pm	•2 hours between 7.00 am and 7.00 pm
	Maximum of 25 hours in a week with 2 consecutive weeks free from work during the year	Maximum of 35 hours in a week with 2 consecutive weeks free from work during the year



Q: Does a local authority have the right to withdraw your work permit?



YES



The Local Authority has the right to withdraw a work permit if your part-time work appears:

- to be stopping you from getting the maximum benefit from school
- to be affecting your attendance at school
- to be affecting your health
- to vary from the job description or hours on the work permit



Did you know?



- A new work permit **is** required for each new employment
- A work permit **is** required for voluntary/unpaid work i.e.– charity shops
- A work permit is **not** required for self-employed working i.e babysitting/dog walking
- A work permit is only required up to the last Friday in June in the academic year in which you turn 16

Did you know?



- A work permit **is** required even if you are working for a family business
- Work permits are **not** required for work experience
- If you work without a work permit you are not covered by the Employers Public Liability Insurance

Q: How can
you obtain a
work permit?



Work permit application forms can be obtained from:



- Child Employment Office (Education Office), Young People March, City Road, March, PE15 9LS
- School Office
- Cambridgeshire County Council website

