

## These are some steps for Employers and Parents to follow:-

Devon County Council Byelaws regarding the Employment of Children state the type of work that a child or young person may do, and also the hours that they can work under the children and young person act should be considered alongside other regulations that apply to the workplace, eg. Health & Safety Regulations, The Factories Acts etc.

### **No employment should impede the education of a child.**

In order for a child of compulsory school age to lawfully work, they MUST have a work permit, issued by the Local Education Authority (Devon County Council). A young person is of compulsory school age until the last Friday in June in the school year in which they reach the age of 16.

*Employment is defined as working or helping in a trade or occupation which may or may not involve payment.*

### **Employers are responsible for ensuring that each child:**

- Has a work permit
- Works only the hours stated on the work permit
- Carries out only the employment stated on the work permit
- Has adequate and appropriate clothing for the work to be undertaken
- Is in a good state of health for the work they are undertaking

**If you have any doubts as to the suitability of the workplace, please contact the Divisional Education Office at the address overleaf.**

## Type of Work and Age Restrictions

**No child under the age of 13 years may be employed.**

**Children aged 13** may **only** be employed in **light** work in one or more of the following specified categories:

- Agricultural or horticultural work
- Delivery of newspapers, journals etc
- Shop work
- In a hairdressing salon
- Office work
- Car washing (by hand in a private residential setting)
- In a cafe or restaurant
- In a riding stables
- Domestic work in hotels etc.

**Children aged 14 and over** may be employed in any **light** work provided that it is not on the **List of Prohibited Employment.**

**Within one week of employing a child an employer has a legal responsibility to send to the authority written notification of the employment. Application forms are available. See overleaf.**

## List of Prohibited employment

No child of any age may be employed:

- In a cinema, theatre or club
- To sell or deliver alcohol except in sealed containers
- To deliver milk or fuel oils
- In a commercial kitchen
- To collect or sort refuse
- In any work more than three metres above ground or in the case of internal work, three metres above floor level.
- In employment involving harmful exposure to physical, biological or chemical agents
- To collect money or to sell/canvass door to door
- In telephone sales
- In a slaughter house or in a butcher's shop or other place connected with the killing/butching of livestock or the preparation of meat for sale
- As an attendant or assistant in a fairground or amusement arcade or in any place used for the purpose of public amusement by automatic machines, games of chance or skill etc
- In the personal care of residents of any residential home or nursing home

A copy of the Byelaws and work permits may be obtained from the Divisional Education Office.

## Hours of Work

No child may start work before 7.00 a.m. or finish later than 7.00 p.m.

When aged between 13 years and their school leaving date a child may work:

### On School Days:

One hour before school and up to two hours after school. They must not work more than a total of **two hours** on any school day.

### On Sundays:

A maximum of **two hours**.

### Other days when the school is not open:

Children aged 13 or 14 years old can work for a total of **five hours**. They must, however, have a break of **one hour** after **three hours** continuous working.

Young people aged 15 years and over can work for a total of **eight hours**. They must, however, have a break of **one hour** after **four hours** continuous working.

### Total Weekly working hours:

#### Term Time

13 - 16 years (until official school leaving date) 12 hours total including Saturdays and Sundays

#### School Holidays

Children aged 13 or 14 years cannot work more than 25 hours in any one week (including Saturday and Sunday). Children 15 years or over cannot work more than 35 hours in any one week including Saturday and Sunday

## Where to find us:

For further information and work permit application forms.

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### Education Welfare Service (Child Employment and Performance)

Bradninch Hall  
Castle Street  
Exeter EX4 3PJ

Tel: 01392 383948

Fax: 01392 383967

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## Children on Home Based and Link Education

Any child who is on either of the above two programmes is still covered by the Child Employment Regulations and therefore cannot be employed (either paid or unpaid) during the school day.



DEVON COUNTY COUNCIL

# A Guide to Child Employment

