

Employers Guide

An Employers Guide to the Legal Employment of School Children

Before a child of compulsory school age can work, the employer must have registered the child with the Education Welfare Service

Prohibited Employment

The London Borough of Redbridge Byelaws state that:

No child of any age may be employed:

- In a cinema, theatre, discotheque, dance hall or night club (unless licensed to perform there)
- To sell or deliver alcohol
- To deliver milk
- To deliver fuel oils
- In a commercial kitchen
- To collect or sort refuse
- In any work which is more than three metres above ground or in case of internal work, more than three metres above floor level
- In employment involving 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 situations which are for this reason otherwise unsuitable for children
- In telephone sales
- In any slaughterhouse or in that part of any butcher's shop or other premises connected with other killing of livestock, butchery, or the preparation of carcasses or meat for sale
- As an attendant or assistant in a fairground 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
- Domestic work in hotels and other establishments offering accommodation

You cannot employ any child under the age of 13 years

You cannot employ any child of school age before 7am or after 7pm (even during the school holidays).

On School days

Any child may only work 2 hours a day. 1 hour may be before school and 1 after school. OR 2 hours after school may be worked.

Sundays

A child of school age may only work 2 hours on any Sunday and then only between 7am - 7pm

13 to 14 Years	
Saturdays	School Holidays
5 hours a day - Must have a break after 4 hours (maximum 12 hours in any week)	5 hours a day - Must have a break after 4 hours (maximum 25 hours in any week). Must have at least two consecutive weeks without Employment

15 to 16 Years	
Saturdays	School Holidays
8 hours a day - Must have a break after 4 hours (maximum 12 hours in any week)	8 hours a day - Must have a break after 4 hours (maximum 35 hours in any week) Must have at least two consecutive weeks without employment.

A child remains subject to these regulations until the end of June, even if he/she becomes 16 years old in that school year.

A child is employed if he/she assists in any trade or occupation carried on for profit whether or not the child receives pay or reward. It also applies whether or not the parent is the employer.

The employer is responsible

- For the health, safety, and welfare of the children they employ, and to carry out risk assessments
- For making sure that the child has proper clothing
- For making sure that proper rest breaks are adhered to - at least 1 hours rest after 4 hours work

The London Borough of Redbridge wishes to work closely with employers in child employment, but employers are liable to prosecution if they:

- do not register their school age employees
- employ school age children in a prohibited occupation
- allow school age children to work outside the hours permitted by the Byelaws

A child unregistered for employment may not be covered by insurance

National Insurance Number

It is important to understand that possession of a National Insurance Number does **not** mean that the child/young person can leave school and work full time

The details outlined in this leaflet are general rules in relation to child employment. Further information can be obtained from visiting:

www.redbridge.gov.uk