

Failure to comply with the bylaws

An employer may be fined up to Level 3 on the standard scale i.e. £1000, if they contravene sections 18 and 20 of the Children and Young Persons Act 1933.

These are the examples of some of the jobs children are not allowed to do:

- sell alcohol or cigarettes
- sell medicines
- be involved in gambling
- deliver milk
- do door to door sales work
- work using dangerous machinery or chemicals
- do any job which may cause harm or injury

These are the examples of some of the places children are not allowed to work:

- in a pub
- in a garage
- in an amusement arcade or fairground
- in a factory
- in any slaughterhouse, abattoir or butcher's shop where meat is prepared for sale
- in a commercial kitchen
- on a street
- in a theatre, cinema or nightclub (unless the child is licensed to perform there)

Further details are available from:

Child Employment Officer
Early Intervention Service
2nd Floor, Base
Marsden Road
Bolton BL1 2PF

Tel: **01204 338173**

email: childlicensing@bolton.gov.uk

Website: www.bolton.gov.uk/website/pages/childemploymentlicence.aspx

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Working while still at school

A guide to what you need to know about child employment

Working while still at school

Age

A child must be at least 13 years of age before he/she can be employed.

Type of work

Children may only be employed in light work. The council will not grant an employment licence if the work will harm the child's health or academic development.

Hours of work

School Days

Not allowed to work at any time during school hours. Can work for one hour before and after school or two hours after school.

Saturday

- **Age 13+** maximum of 5 hours work
- **Age 15+** maximum of 8 hours work

All children must have a rest break of one hour after working 4 hours.

Sunday

Can work for two hours only between 7am and 7pm.

School Holidays

According to Saturdays

- **Age 13+** maximum 25 hours per week
- **Age 15+** maximum 35 hours per week

Important things to remember...

- Applications for employment licences are available from Bolton Council.
- The employer is responsible for the health, safety and welfare of the young person when they are working.
- The employer must provide protective clothing where necessary.

Remember – when carrying out your risk assessment the employer should take into consideration the age and inexperience of the young person. The employer must share the risk assessment with the child and their parent or carer.

Young Person has received their National Insurance Card

These sometimes arrive well before their official school leaving date. A young person can only start full time work after they have officially left school. Until then they will need an employment licence for part time work.

When is the official school leaving date?

A pupil reaches the end of their compulsory schooling on the last Friday in June of the academic year in which they become 16 years old. After this day a young person does not require to register with the Local Authority for employment.

A young person can be stopped from working if:

1. They do not have an employment licence
2. The young person's school attendance is a cause for concern
3. The young person is continually late for school
4. The young person's school work suffers
5. The young person's health suffers

Why does an employer need to register a young person for work?

Because the law says that they must, and because if the child isn't registered they may not be insured against accidents or injuries.

Elective home education

Any child who is on Elective Home Education is still covered by the Child Employment Regulations and therefore cannot be employed (either paid or unpaid) during the school day.

Rates of pay

The rate of pay is set by the employer.

General notes

Employers must notify the Council and apply for an Employment Licence before the child commences employment. These conditions also apply to parents who employ their own children.

Employers are required to keep a list of school children they employ. Employment includes assistance in any trade or profession that is carried out for profit, whether or not payment is received. A child must be registered with the Council, even if the work is unpaid.

Children employed outdoors must wear suitable clothes and footwear.

Work can only be carried out between 7am and 7pm on any day.