



# Children **in** employment

## Parents guide

The regulations in force to protect your child whilst in part-time employment



This guide will give parents more information about the work their child is able to do whilst in compulsory education. It also provides information as to the responsibilities of the employer.

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

No child of school age can be employed before 7am or after 7pm at any time (even during the school holidays).

On schooldays	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	
<b>Aged 13-14 Years</b>	Saturdays	5 hours a day (maximum 12 hours in any week)
	School Holidays	5 hours a day (maximum 25 hours in any week)
<b>Aged 15-16 Years</b>	A child remains subject to these regulations until the end of June, even if they become 16 years old in that school year	
	Saturdays	8 hours a day (maximum 12 hours in any week)
	School Holidays	8 hours a day (maximum 35 hours in any week)
Every child must have two consecutive weeks away from work during the school holidays each year.		

# Your child must be registered and be issued with a work permit

**You have a duty in law to act as a responsible parent – to ensure your child(ren) is registered with the local authority for the purpose of child employment and that they are fit for the job they are doing**

**If your child is working without a permit they may not be insured against injury should they be involved in an accident whilst at work.**

**Children of compulsory school age cannot:**

- sell alcohol, cigarettes, medicines
- be involved in gambling
- sell on the street
- sell door to door
- use dangerous machinery
- do any job which could cause harm or injury

**and cannot work:**

- in a club
- in an amusement arcade or fairground
- in a warehouse or factory
- in a slaughterhouse
- in a commercial kitchen
- on a street
- in a theatre, cinema, disco or television studio (unless licensed to perform there)

No child of any age may be employed in any work before 7am or after 7pm any day of the week.

## Employers have the ultimate responsibility.

They must ensure that children of compulsory school age are registered with the local authority and have a permit.

They are responsible for the health, safety, and welfare of children they employ, and must make sure they have proper clothes and shoes for the job they are doing. They must also carry out an individual risk assessment.

Employers can be prosecuted by the Local Authority 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 allowed by the byelaws.

The details outlined in this leaflet are general rules in relation to child employment.

Further information can be obtained from the Child Employment Team on 01483 517838 and [childemployment@surreycc.gov.uk](mailto:childemployment@surreycc.gov.uk) or [www.surreycc.gov.uk](http://www.surreycc.gov.uk) then 'C' for Child Employment