

## Children 15 years and older



### Type of work

May be employed in light work subject to it not being on the prohibited list

### Hours that can be worked

- No child shall start working before 7am or finish after 7pm
- On days that pupils are required to attend school, they can work for one hour before school and up to two hours after school. However, they must not work for more than two hours in total on any school day
- On Sundays children can work for a maximum of two hours between 7am and 7pm
- On all other days when school is closed, children can work for a total of eight hours. However, they must have a break of at least one hour after working 4 hours
- During school holidays the total number of hours that can be worked each week is 35 hours.
- During term time the total number of hours that can be worked each week is 12 hours

## List of Prohibited Employment

### No child, of any age, may be employed

In a cinema, theatre, discotheque, dancehall or nightclub (except in connection with a performance given entirely by children)

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 3 metres above ground level or, in the case of internal work, more than 3 metres above floor level

In employment involving harmful exposure to physical, biological or chemical agents

To collect money or sell/canvass door to door

In work involving exposure to adult material or in situations which are, for this reason, otherwise unsuitable for children

In telephone sales

In a slaughter house or in that part of a butchers shop or other premises connected with the killing of livestock, butchery or preparation of meat

As an attendant or assistant in a fairground or amusement arcade or in any other premises used for the purpose of the public amusement by means of automatic machines, games of chance or skill

In the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult

In scrapyards or car breakers

For additional information and work permit applications, please contact:

**Seymour House**

**38 Broadway**

**Bracknell**

**RG12 1AU**

**☎ 01344 354045**



# A Guide to Child Employment



## Introduction

From the 16 October 1998 there are new Byelaws in Bracknell Forest, which affect both the hours that children may work and also the type of work some children can do.

In order for a child of compulsory school age to work lawfully, they must have a work permit. Application forms for these can be obtained from secondary schools or from the address at the back of this leaflet.

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 sixteen years.

In the relation to the employment of children, there are three different types of days. These are

- 1. Days when pupils are expected to attend school**
- 2. Sundays**
- 3. All other days when schools are closed**

All work permits are issued subject to the approval of the Local Education Authority.

These Byelaws are in addition to any other rules and Regulations, which appertain to any particular workplace e.g. Health and Safety Regulations etc.

Points to remember:

- Unless you have a work permit you will not be covered by your employer's liability insurance
- The Regulations also apply if you are working in the family business
- If you have more than one employer or more than one job, you will need a separate employment card for each
- You need a work permit until you finish Year 11, even if you are 16 and have a National Insurance Number
- If you make any changes to your job e.g. change the hours, you will need to apply for a new work permit
- Young people doing odd jobs for neighbours e.g. babysitting or on work experience organised by school, do not need a work permit
- If you need more information, ring the Education Welfare Office (01344) 354045

## Children 13 years old



### Type of work

Can only be employed in light work in one or more of the following specified categories

- Agriculture or horticultural work
- Delivery of newspapers, journals etc
- Shop work including shelf stacking
- Hairdressing salon
- Office work
- Car washing by hand in a private residential setting
- In a café or restaurant
- In riding stables
- Domestic work in hotels and other establishments offering accommodation

### Hours that can be worked

- No child shall start work before 7am or finish after 7pm
- On days that pupils are required to attend school, they can work for one hour before school and up to two hours after school. However they must not work for more than two hours in total on any school day
- On Sundays children can work for a maximum of 2 hours between 7am and 7pm
- On all other days when school is closed, children can work for a total of five hours. However, they must have a break of at least one hour after 4 hours work
- During school holidays the total number of hours that can be worked each week is 25 hours.
- During term time the total number of hours that can be worked each week is 12 hours

## Children 14 years old



### Type of work

May be employed in light work subject to it not being on the prohibited employment list.

### Hours that can be worked

- No child shall start working before 7am or finish after 7pm
- On days that pupils are required to attend schools they can work for one hour before school and up to two hours after school. However, they must not work for more than two hours in total on any school day
- On Sundays children can work for a maximum of two hours between 7am and 7pm
- On all other days when the school is closed, children can work for a total of five hours. However, they must have a break of one hour after 4 hours work.
- During the school holidays the total number of hours that can be worked each week is 25 hours.
- During term time the total number of hours that can be worked each week is 12 hours

