

LIST OF PROHIBITED EMPLOYMENT

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

To sell or serve alcohol, except in sealed containers.

In scrap yards or breakers yards.

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 the floor level.

In employment involving harmful exposure to physical, biological and 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 or any residential care home or nursing home unless under the supervision of a responsible adult.

Bracknell Forest Council



For additional information and work permit application forms, please contact :

Child Employment Officer
Education Welfare Service
7 Portman Close
Bracknell
Berkshire
RG42 1NE

Tel : 01344-464720 / 21
Fax : 01344-464710
Email : Education.Welfare@bracknell-forest.gov.uk

A GUIDE TO CHILD EMPLOYMENT

INTRODUCTION

Since 1998, Byelaws in Bracknell Forest and the Children's and Young Persons Act of 1933 have affected 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 the 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.

In 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 school is 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 employers 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 work permit 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. changes to the hours, you will need to apply for a new work permit.

YOUNG PERSON AGED 13 YEARS OLD

Type of work

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

- ◆ Agriculture or horticulture work
- ◆ Delivery of newspapers, journals etc
- ◆ Shop work including shelf stacking.
- ◆ Hairdressing salon
- ◆ In a café or restaurant.
- ◆ In riding stables.
- ◆ Domestic work in hotels and other establishments offering accommodation.

YOUNG PERSON AGED 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 by 13 & 14 year olds :

- ◆ No child shall start work before 7am or finish after 7pm.
- ◆ On days that pupils are required to attend school, they can work for 1 hour before school and up to 2 hours after school. However, they must not work for more than 2 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 the school is closed, children can work for a total of 5 hours. However, they must have a break of 1 hour after 4 hours of 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.

YOUNG PERSON AGED 15 YEARS & 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 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 1 hour after working 4 hours.
- ◆ During school holidays, the total number of hours that can be worked each week is 35.
- ◆ During term time, the total number of hours that can be worked each week is 12.

Young people doing odd jobs for neighbours e.g. babysitting, car washing by hand setting in a residential setting do **not** require a work permit

Work experienced organised by school do **not** require a work permit.