

Child employment – A guide for employers

When can children work and for how long?

- You can't employ any child who is under 13 years of age
- Children must not work before 7am or after 7pm
- Children can only work out of school hours. This may include 1 hour before school.
- Children are not allowed to work more than 12 hours a week during term time.
- All school age children must have at least 2 consecutive weeks off during school holidays.

	13-14 years	15-16 years
School days	2 hours	2 hours
Saturdays	5 hours	8 hours
Sundays	2 hours	2 hours
School holidays	5 hours Up to a maximum of 25 hours a week	8 hours Up to a maximum of 35 hours per week

What jobs can school age children do?

13-year olds can only do light work in the following:

- Agricultural or horticultural work;
- Delivery of newspapers, journals, leaflets (not to collect money);
- Shop work;
- Hairdressing salons;
- Office work;
- Riding stables, kennels or catteries;
- Cafe or restaurant (not in kitchen).

14, 15 and 16-year olds can do light work in a wider range of jobs.

You cannot employ a child of school age before 7am or after 7pm

A child is employed if they assist in any trade or occupation carried out for profit, whether or not the child receives pay or reward.

This also applies if the parent is the employer.

A child unregistered for employment by the Local Education Authority may not be covered by insurance.

Employers are liable for prosecution if they:

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

If a child has a permit, can they be stopped from working?

Yes. If their schoolwork, attendance or health suffers or if they are continually late for school, they may be stopped from working.

Prohibited employment

Barnsley Metropolitan Borough Council 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, except in sealed containers;
- to deliver milk;
- to deliver fuel oils;
- in commercial kitchen;
- to collect refuse;
- in any work which is 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 to sell or canvas 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 any slaughterhouse or in that part of any butcher's shop or other premises connected with 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.

What do you need to do next?

If you have school age children working for you, it is your responsibility to obtain the permit for the child. To obtain an application form, contact the address or telephone number shown below.

Important things to remember

The details in this leaflet are the general rules of child employment. Further information can be accessed at www.barnsley.gov.uk

As an employer of a school age child, you are responsible for their health, safety and welfare when at work and must provide protective clothing where necessary.

You must also carry out a risk assessment and inform the parents of any control measures taken.

Applying for a work permit

If you want to employ a child of school age, you need to download and fill in our [application for a work permit](#) and please email it to: admin-educationwelfareservice@barnsley.gov.uk

Contact us

Call: (01226) 773580

Email: admin-educationwelfareservice@barnsley.gov.uk

Monday to Thursday 8.30am to 5pm and Fridays 8.30am to 4.30pm