

What is child employment?

- The child employment regulations apply to children under school leaving age. (The last Friday in June in school year in which they have their 16th birthday.)
- A child under 13 may not be employed.
- Voluntary work also requires a permit: Employment under the Children and Young Persons Act 1933 states that “a person who assists in a trade or occupation carried on for profit is considered as employed even though he or she may receive no payment.” Therefore, a child helping in their parent’s shop with no pay would still be classed as employment, as would voluntary work in a charity shop.
- Babysitting is not considered ‘work’ under the law so does not require a permit.
- Where an activity falls under the legislation relating to employment then the employer **MUST** apply for a work permit.
- Children working without a work permit may not be covered by the employer’s insurance
- Employers and parents of children working unlawful could face prosecution and a fine of up to £1000
- Work experience can only be arranged by a DfE registered school or the Local Authority.
- Work permits can be withdrawn if there is failure to attend school, if schoolwork suffers, or if the job causes late attendance at school.

What hours can be worked?

- A child may not be employed before 7am or after 7pm.
- A child may not be employed before the end of the school day on any day on which the child has to go to school.
- The regulations set out limited hours in relation to school days (this also applies to home educated children). The guidance is:

Age 13 and 14

School Days

Not more than 2 hours a day outside school hours, but for only 1 hour before school.

No more than 12 hours in any week (including weekends) during school time.

Saturdays - 5 hours

Sundays - 2 hours

School Holidays

5 hours a day—maximum 25 hours in any week

Age 15 and 16

School Days

Not more than 2 hours a day outside school hours, but for only 1 hour before school.

No more than 12 hours in any week (including weekends) during school time.

Saturdays - 8 hours

Sundays - 2 hours

School Holidays

8 hours a day—maximum 35 hours in any week

Types of work

Jobs a child can do (not exhaustive):

- Deliver newspapers, journals etc
- Shop work
- Office work
- Car washing (by hand in a residential area)
- In hairdressing salons
- In a cafe or restaurant
- In riding stables
- Light domestic work
- Agricultural or horticultural work

Jobs a child cannot do (not exhaustive):

- Sell or deliver alcohol (except in sealed containers)
- Deliver milk
- Deliver fuel
- Sell or canvass door to door
- Telephone sales
- Collect or sort rubbish
- In a commercial kitchen
- In any work more than 3 metres above ground level
- In any job which may cause harm or injury
- In any work using dangerous machinery or chemicals
- Work involving exposure to adult material or in situations which are for this reason unsuitable for children
- Work in a skittle alley
- Work on a fairground/amusement park

What is my role?

If you become aware of a child working, their parents and/or employer needs to be advised that there is legislation around child employment. You also need to contact the child licensing team at Dorset Council so we can contact the parents and/or employers to discuss the work, and issue a work permit if possible.

The more information we have about the employment, the better. Below are some key pieces of information to collate:

- Name and location of the employer
- Nature of the business
- Type of employment
- Days/hours of work
- Has a work permit been applied for
- Do you have any concerns

Further Information:

Email childworkpermits@dorsetcouncil.gov.uk or telephone 01305 224143

Dorset Council Website: [Child work permit - Dorset Council](#)