

- in any work which is more than three metres above ground level, or in the case of internal work, more than three metres above floor level;
- in any employment involving harmful exposure to physical, biological or chemical agents;
- to collect money, 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 slaughter house, abattoir or butchers shop where meat is prepared 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 any residential care home or nursing home.

#### **HOURS OF EMPLOYMENT**

During school term time no child shall be employed for more than twelve hours in any week (any period of 7 consecutive days);

For more than two hours on any school day between 7.00am and 8.00am and the close of school and 7.00pm;

#### **SATURDAYS:**

13/14 years - 5 hours maximum

15/16 years - 8 hours maximum

Between 7.00am and 7.00pm

**NB:** - there must be a rest break of 1 hour after 4 hours of work.

#### **SUNDAYS:**

13/16 years - 2 hours maximum

Between 7.00am and 7.00pm

#### **HOLIDAYS:**

A child must have two consecutive weeks without employment each year during school holidays.

The working and rest break times for Saturdays and Sundays remain the same as above.

However, children can only work a maximum of hours as prescribed below:

13/14 yrs - 25 hours in any week

15/16 yrs - 35 hours in any week

Please note the information in this leaflet is for general guidance only. The relevant laws and regulations should always be read in conjunction. For further information please contact Stockport Services for Young People.

#### **Services for Young People**

**Area Office  
George Lane  
Bredbury  
Stockport  
SK6 1DJ**

**Tel No: 0161 218 1106**



# **Child Employment**

## **A Guide for Employers**

The law governing the employment of children is there to ensure they are protected and not exploited if they have a part-time job, while still of compulsory school age, in particular:

- The Children and Young Persons Act 1933 to 1963.
- The Education Act 1944 to 1996.
- The Children Act 1989.
- The Children (Protection at Work) Regulations 2000.
- Stockport Metropolitan Borough Council Byelaws.

## EMPLOYED

A child or young person is employed if s/he assists in any trade or occupation, which is carried out for profit – whether or not s/he receives payment or reward for that employment. This applies to employer's own children also.

## CHILD

For the purposes of employment regulation: a child is a person who is over 13yrs of age and of compulsory school age (CSA). A child is of CSA until the date they are officially allowed to leave school (the last Friday in June of the school year in which they reach the age of 16), NOT on their 16<sup>th</sup> birthday, or when they have received their National Insurance Number.

## LIGHT WORK

Work which:

- is not likely to be harmful to the safety, health or development of the child; and
- is not such as to be harmful to their attendance at school, or work experience in accordance with The Education Act 1996, section 556.

## PARENT

Includes a birth parent, someone with or rewarded parental responsibility, or anyone who has care of the child.

## BYELAWS

Stockport's byelaws with respect to the employment of children form part of a two-tier model of regulatory framework. This consists of primary legislation by the Department of Health (DoH), and local byelaws containing further conditions of employment.

## EMPLOYERS RESPONSIBILITIES

It is the sole responsibility of the employer to apply for an employment permit. Employers of children must ensure that:

Children are aged 13yrs or over, and of CSA (see explanatory notes).

Children aged 13 years are employed only in light work in one or more of the specified categories within the Stockport Byelaws (see permitted employment).

The hours and nature of employment comply with the Stockport Byelaws.

A risk assessment is carried out and reported to the child's parent(s) before they start work.

Notification of the details of the employment, by way of an employment application form, is sent to the local authority within one week (7 days) of the child starting work.

Children are suitably dressed and equipped for the job. In the case of a child who makes use of a bicycle for the purpose of employment, lights, helmets and reflective clothing should be used and the general roadworthiness of the bicycle should be checked by the employer.

## PENALTIES

Employers can be prosecuted for employing children illegally. Failure to comply with section 18 of the Children and Young Persons Act 1933, or Stockport's byelaws could result in prosecution and, on summary conviction, a fine not exceeding level 3 of the standard scale (£1,000).

## PERMITTED EMPLOYMENT OF

### CHILDREN AGED 13YRS

Children aged 13yrs may not be employed except in light work, in one or more of the following specified categories:

- Agricultural or horticultural work (under direct supervision of a parent);
- Delivery of newspapers, journals or other printed material;
- Shop work, including shelf stacking;
- Hairdressing salon;
- Office work;
- In a café or restaurant;
- In riding stables; and ;
- Domestic work in hotels and other establishment offering accommodation

A child aged 14yrs or over may only be employed in light work.

### PROHIBITED EMPLOYMENT

**No child of any age may be employed:**

- in a cinema, theatre, discotheque, dance hall or night club, except in connection with a performance given entirely by children;
- to sell or deliver alcohol, except in sealed containers;
- to deliver milk;
- to deliver fuel oils;
- in a commercial kitchen;
- to collect or sort refuse;