



A GUIDE TO

CHILD EMPLOYMENT



DONCASTER COUNCIL

WHAT IS CHILD EMPLOYMENT?

A **Child** is employed if they assist in any trade or occupation for profit, whether or not they receive pay or reward. This also applies if the parent is the employer.

Child Employment laws allow children to work without conflicting with their school attendance. They cover the **minimum age** children can work as well as the **number of hours** in which they can work.

- A child of school age may not work **before 7am** or **after 7pm**;
- A **1 hour break** must be taken if a child has worked continuously for 4 hours;
- Children must not work more than **12 hours per week** during term-time;
- All school age children must have at least **2 consecutive weeks off** from employment and this should be taken during school holidays.



	School Days	Saturdays	Sundays	School Holidays
13 - 14 Years Old	2 hours only	5 hr/per day 12 hr/per week	2 hours only	5hr/per day 25hr/per week
15 - 16 Years Old	2 hours only	8 hr/per day 12hr/per week	2 hours only	8hr/per day 35hr/per week

PROSECUTIONS AND INSPECTIONS

Whilst Doncaster Council wishes to work closely with Employers in child employment, it must be remembered that **Employers are liable for prosecution**, if they:

- Do not register their school age employees.
- Employ school age children in a prohibited occupation.
- Allow school age children to work outside the hour permitted by the byelaws.

WHAT JOBS CAN I DO?



Hair Dresser



Office Worker



Cleaner



Waiter/ Waitress



Shop Worker



Deliver Papers

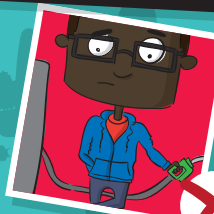
WHAT JOBS CAN'T I DO?



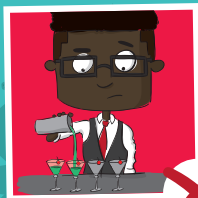
Butcher



Window Cleaner



Work in a Petrol Station



Barman/ Barmaid



Work in a Call Center



Deliver Milk

EMPLOYERS

The Employer must ensure that the child has proper clothing and shoes, including protective clothing where necessary, and must ensure that proper rest breaks are adhered to.

A child who is not registered for employment with Doncaster Council will not be covered by Employers Liability insurance .



Doncaster Council carries out Inspections of premises and if a child is suspected to be working illegally the Employer may be prosecuted and if found guilty may receive a fine of **up to £1000**. The penalty can be more serious if the employer is in contravention of other legislation.

HOW DO YOU GET A PERMIT?

An application form for a work permit can be obtained from , either by: visiting www.doncaster.gov.uk or calling **01302 736000**

1. Your **employer** will need to fill out an application form.
2. Then your **parent/guardian** will need to sign it.
3. Once this is completed you will need to send it to **Doncaster Council**.



FREQUENTLY ASKED QUESTIONS

1

Can a child work full-time with a National Insurance number?

No, a Child cannot work full time until the last Friday in June of the school year in which they reach their 16th birthday.

2

How much do children earn for part-time work?

This is dependent on an agreement between the Employer and Parent/Guardian.

3

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

A Work Permit is only issued if a Child's attendance is the satisfactory level of 95% and can be revoked if their school work, attendance or health suffers, or if they are continually late for school.

4

Can a child have more than 1 job at a time?

Yes, provided the hours fit within the guidelines in the Children (Protection at Work) Regulations 1998, Children & Young Persons Act 1963 and Children (Performances) Regulations 1968.

5

How long does the permit last for?

The permit lasts until the last Friday in June of the school year in which the child reaches their 16th birthday. However a new permit is required if there is a change in the Employer, hours or address.

6

Applying for a permit

If school attendance is satisfactory we will aim to issue the permit within 2 weeks. A copy of the permit will be sent to the Employer and Parent/Carer of the child. The permit must be carried by the child at all times whilst employed.





TO LEARN MORE, PLEASE VISIT:
WWW.DONCASTER.GOV.UK

Call: **01302 736000** or Email: **CIEE@doncaster.gov.uk**

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