Children in employment

Employers guide
the legal employment of school children

www.surreycc.gov.uk

Making Surrey a better place
To employ a child of compulsory school age, the employer must immediately register the child with Child Employment Team.

You cannot employ any child under the age of 13 years.

You cannot employ any child of school age before 7am or after 7pm at anytime! (even during the school holidays)

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<tr>
<td><strong>On schooldays</strong></td>
<td>any child may only work 2 hours a day. 1 hour may be before school and 1 after school, or 2 hours after school may be worked.</td>
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<tr>
<td><strong>Sundays</strong></td>
<td>a child of school age may only work 2 hours on any Sunday and then only between 7am-7pm</td>
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| **Aged 13-14 Years** | Saturdays  5 hours a day (maximum 12 hours in any week)  
                      School Holidays  5 hours a day (maximum 25 hours in any week) |
| **Aged 15-16 Years** | Saturdays  8 hours a day (maximum 12 hours in any week)  
                      School Holidays  8 hours a day (maximum 35 hours in any week) |

Every child must have two consecutive weeks away from work during the school holidays each year.
A child is employed if (s)he assists in any trade or occupation carried on for profit whether or not the child receives pay or reward. It also applies whether or not the parent is the employer.

The employer is responsible:

- for the health, safety, and welfare of the children they employ, and to carry out risk assessments.
- that the child has proper clothing and shoes including protective clothing where necessary.
- that proper rest breaks are adhered too – at least 1 hours rest, after 4 hours work.

Whilst Surrey County Council wish to work closely with employers in child employment, it must be remembered that employers are liable to 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 hours permitted by the byelaws.

A Child unregistered for employment may not be covered by insurance.

National Insurance Number

It is important to understand that possession of a National Insurance Number does NOT mean that the child/young person can leave school and work full time.
Prohibited Employment Surrey County Council Bye-Laws say 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 a commercial kitchen
- to collect or sort refuse
- in any work which is more than three metres above ground or in case of internal work more than three metres above floor level
- in employment involving harmful exposure to physical; biological, or chemical agents
- to collect money or to sell or canvass door to door
- in telephone sales
- in work involving exposure to adult material or situations which are for this reason otherwise unsuitable for children
- 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 the 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.

The details outlined in this leaflet are general rules in relation to child employment. Further information can be obtained from the Child Employment Team on 01483 517838 and childemployment@surreycc.gov.uk or www.surreycc.gov.uk then 'C' for Children in Entertainment.