

Child Employment



Child Employment Laws apply to young people aged 13 to the end of compulsory school age, which is the last Friday in June of Year 11.

As an employer you **MUST** apply for a work permit, it is **ILLEGAL** for a young person to work without one. They are free and easy to apply for.

You could be fined and prosecuted if you employ a young person without a permit and outside of child employment laws. Your company's **insurance policies would also be invalidated.**

TERM TIME HOURS

Maximum of 2 hours on a school day

Maximum of 12 hours a week

Maximum of 2 hours on a Sunday

Ages 15-16 - maximum 8 hours on a Saturday

Ages 13-14 - maximum 5 hours on a Saturday

Never before 7am or after 7pm

SCHOOL HOLIDAY HOURS

Maximum 2 hours on a Sunday

Ages 13-14 - maximum 5 hours Mon-Sat

Ages 13-14 - total of 25 hours per week

Ages 15-16 - maximum 8 hours per day Mon-Sat

Ages 15-16 - total of 35 hours per week

Never before 7am or after 7pm



RIGHTS:

- Young people are entitled to a 1-hour break after 4 hours
- A safe working environment
- Two weeks holiday
- No minimum wage, but no tax paid on earnings



REMEMBER:

- Employment must not be harmful to their health, well-being or education
- The employer must have a work permit
- Comply with Child Employment Law
- Undertake a thorough risk assessment



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<https://www.bracknell-forest.gov.uk/schools-and-learning/extra-curricular-activities/child-employment>

