

# SAS 6a

*How do I get in touch with the School Attendance Service?*

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Knowsl@y Council



## *Child Employment - A Guide*



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**Knowsley School Attendance Service**

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## Child Employment



### How can I ensure my child is registered?

To check whether your child is registered contact the School Attendance Service.

### Are there different rules for work experience placements?

Yes. There are far fewer restrictions for work experience placements than for part-time employment. However, by law such placements must be approved by the Local Education Authority, normally via your child's school.

As work experience is an educational activity no payment related to a rate per hour must be made to a pupil, but it is permissible to pay certain "out of pocket" expenses. Additionally there is no objection to employers extending the benefits of any employee welfare scheme to work pupils.

Any questions regarding your child's placement should be directed, in the first instance, to his/her school.

If your child wishes to continue working after the completion of a work experience placement then he/she will be subject to the normal child employment regulations described earlier.

### How much should my child be paid?

Unfortunately, Britain is one of the few countries in Europe which has no legal minimum wage to protect children and young workers. This means that the company your child works for can legally offer him/her any rate of pay they choose.

### Will My Child's Earnings from Part-time Employment Affect My Entitlement to Benefit?

No. so long as your child is registered to attend school their earnings from part-time employment should not offset your entitlement to Income Support, Jobseeker's Allowance, Family Credit, etc.

### Can my child be prevented from working?

Yes. Even if your child's employment complies with the appropriate regulations there are other grounds on which your child can be prevented from working. If the work undertaken prevents your child from obtaining proper benefit from his/her education, then they shall not be employed.

### *Who is responsible for my child's health and safety?*

It is the responsibility of the employer to ensure the health and welfare at work.

This includes making sure that:

- Dust/fumes and noise kept at safe levels;
- Adequate lighting, heating, ventilation and toilet facilities.

An employer is required by law to provide any protective clothing and equipment free of charge. Firms with five or more employees must also draw up a Health and Safety Policy.

It is an employee's responsibility to care for their own health and safety and to cooperate with the company to allow it to carry out its own responsibilities successfully and not to interfere with or misuse, equipment, materials or facilities provided in the context of health, safety or welfare.

### *Does my child need to be registered for work?*

Yes. There is a wealth of legislation relating to the regulation of child employment. **It is the employer's responsibility to ensure that any child employed is registered with Knowsley School Attendance Service.** The employer must send various pieces of information to the School Attendance Service before your child is actually issued with a licence to work. This information should include a statement from you as the child's parent giving approval for your child to work. In some cases the School Attendance Service may require your child to have a medical examination as well.

### *What are the advantages of my child being registered With the local authority?*

In addition to complying with the law, there are important benefits with regard to insurance. **The Association of British Insurers have stated that an unregistered child may not be included under the employer's liability insurance.**

Regulation by registration is a means of protecting children and guarding against exploitation by employers.

### *Introduction*

*This leaflet is designed for children of compulsory school age who are working, or who are thinking about working and their parents. It seeks to answer some of the most often asked questions about child employment.*

*The leaflet contains general information because, whilst most local laws governing the employment of children may apply throughout Britain, Knowsley has its own Bye-laws. Any concerns you may have can be discussed with a member of the School Attendance Service.*

*It is important to note that these rules only apply if the business your child wishes to work for exists to make a profit.*

### *How old does my child have to be to work part-time?*

The minimum age for employment is 13 years old.

### *My child has received a National Insurance Card. Can he/she start work full-time work?*

**No. If your child is of compulsory school age it means that, under the law, he/she is required to attend school.** The fact that the Department of Work and Pensions may have sent a National Insurance Card to a child prior to their compulsory school leaving date is not a signal for them to start work.

There is a single date when young people can legally leave school in their final year and take up a full-time job. This date is the last Friday in June. Young people will not be able to leave school before then, even if they are already 16.

*Are there work restrictions on the hours my child can work?*

Yes. Children may not work before 7am or after 7pm and children not work for more than four hours in any day without a rest break of one hour.

Children may only work a maximum of 12 hours in any week during term-time.

The table below lists the main restrictions that are enforced.

Age	When	How Long
13 & 14	School days	Not more than two hours a day outside school hours (not more than one hour of this before school)
	Saturdays	five hours
	Sundays	two hours
	School holidays	five hours a day - maximum 25 hours a week, two weeks of the school holidays should be free from work each year
15 & 16	School days	Not more than two hours a day outside school hours (not more than one hour of this before school)
	Saturdays	eight hours
	Sundays	two hours
	School holidays	eight hours a day - maximum 35 hours in any week, two weeks of the school holidays should be free from work each year

Children may choose to work any combination of hours drawn from the above illustration, but total for the week MUST NOT EXCEED 12 HOURS DURING TERM TIME.

*Are there any restrictions on the type of work my child can do?*

Yes. No child can engage in work involving:

- Delivering milk
- In a butchery department
- Unsupervised in a care home
- To collect money or sell door to door
- In a cinema, nightclub or pub \*
- To deliver or sell alcohol unless in sealed containers
- Contact with chemicals
- A commercial kitchen
- Amusement arcades or on a fairground
- Collecting and sorting rubbish
- Work more than three metres off ground level
- Telephone sales
- Delivering fuel oils

*\*There are different laws covering children in entertainment. Check with the School Attendance Service for details of these.*

Children aged 13 can only be employed in one of the permitted areas of work as follows:

- Delivering newspapers
- Shop work and stacking shelves
- Hairdressing salon
- In a cafe or restaurant
- Office work
- Car washing by hand
- In a riding stables
- Domestic work in a hotel
- Working in a garden or allotment