

Child Employment

A guide for children, parents, employers and schools

Introduction

The earliest you could leave school is currently the last Friday in June of your school Year 11. That will be after you reach 16, or just before if your birthday is in the school holidays.

10, 11 and 12 years old

You may be employed on an occasional basis by and under the direct supervision of your parents in light agricultural or horticultural work. This is for a maximum period of 2 hours per day and not during school hours. This doesn't need a Work Permit.

From 13 to school leaving age

You need a Work Permit before you can legally do a part-time job even if it is voluntary.

Why do I need a work permit to start work?

To protect you; it is the law (Children and Young Persons Acts 1933 and 1963 as amended by the Children (Protection at Work) Regulations 1998, and the London Borough of Harrow Child Employment Byelaw 1998). You are not insured if not registered and your employer would be uninsured and would commit an offence

How do I get a work permit?

Your parents and employer need to fill in an application form obtained from the Children's Services of the Council where you will be working. The Work Permit is free, but only issued once the Council is satisfied that they will employ you safely.

What times can I work?

Please see attached table.

Can I work through all the school holidays?

Yes, but you must have a break of 2 full weeks (both together) at some point during the school summer holidays.

When can I start work full-time?

You can only start work full-time when you have **officially** left school and the earliest that can happen is the last Friday in June when you are in Year 11.

13 years old

You can only be employed in light work in these types of job:

- Agriculture or horticultural work
- Delivery of newspapers, journals etc.
- Shop work including shelf stacking
- Hairdressing salon
- Office work



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- Car washing by hand in a private residential setting
- In a café or restaurant
- In riding stables
- Domestic work in hotels and other establishments offering accommodation

14 to school leaving age

- You may be employed in light work except for jobs on the prohibited employment list (please see below).

Hours of work

Ages 13-14	Ages 15-16
Term Time - No more than 12 hours a week. School Days - 1 hour before school or up to 2 hours after school, but no more than 2 hours in total on school days	
Saturdays & School Holidays - No more than 25 hours a week. Between 7am and 7pm, but no more than 5 hours a day.	Saturdays & School Holidays - No more than 35 hours a week. Between 7am and 7pm, but no more than 8 hours a day.
Sundays - Between 7am and 7pm, but no more than 2 hours.	

The law says that you must:

- Be given a rest break of one hour after working for a 4-hour period.
- Have 2 full weeks break (both weeks together) during a school holiday.

No child under minimum school leaving age may be employed:

- In a cinema, theatre, discotheque, dancehall, or nightclub
- To sell or deliver alcohol, except in sealed containers
- To deliver milk or fuel oils
- In a commercial kitchen
- To collect or sort refuse
- In any work more than 3 metres above ground level
- In employment involving harmful exposure to physical, biological or chemical agents
- To collect money or see/canvass 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



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- In a slaughterhouse or in premises connected with the killing of livestock, butchery or preparation of meat
- As an attendant or assistant in premises used for the purpose of the public amusement by means of automatic machines, games of chance or skill
- In the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult
- In scrap yards or car breakers

Contact Us

For additional information and/or work permit applications, please contact:

Telephone: 020 8736 6906/6461

Email: childperformance@harrow.gov.uk

For further information log onto the Harrow SCB's safeguarding policies and procedures at:

[Harrow Safeguarding Children Board guide to safeguarding children.](#)

Please Note

If you want paid work in television, theatre, or modelling, you need to get a Performance Licence from your local council, not a Work Permit. Different ages and rules apply.