

Does your school age child have a job?



It is a legal requirement that all compulsory school age children have a permit to work. Please check your child's employer has a work permit in place.

Employing school age children

Children can work in a regulated job after their 13th birthday but must have a work permit. This is the employer's responsibility. The rules last until the last Friday in June of year 11, they don't finish as soon as they are 16.



How many hours can they work?

Ages 13 to 14

Term time

Not more than 12 hours a week

School days

One hour before school or up to two hours after school, but no more than two hours in total on a school day

No working before 7am or after 7pm

Saturdays

Between 7am and 7pm, but no more than five hours a day

Sundays

Between 7am and 7pm, but no more than two hours

School holidays

Between 7am and 7pm but no more than five hours a day and maximum 25 hours a week

Ages 15 to 16

Term time

Not more than 12 hours a week

School days

One hour before school or up to two hours after school, but no more than two hours in total on a school day

No working before 7am or after 7pm

Saturdays

Between 7am and 7pm, but no more than eight hours a day

Sundays

Between 7am and 7pm, but no more than two hours

School holidays

Between 7am and 7pm but no more than eight hours a day and maximum 35 hours a week

On any given day, a child must not work more than four hours without a one hour break. They must have two weeks free from work during the school year. Children must not be employed at any time during the normal school day.

What kind of work can they do?

A child can do many jobs so long as they are 'light duties' only. Examples are:

- Working in a shop
- Delivering newspapers
- Working in an office
- Light cleaning jobs



What kind of work can they not do?

Some jobs are illegal for all children and they cannot do any of the following.

- Working in a pub (except washing up or serving food)
- Work in factories or any industrial undertaking
- Work in a commercial kitchen cooking or food preparation (chip shop, takeaway or restaurant). Light duties in a café or restaurant may be considered if suitably risk assessed
- Collecting money door-to-door
- Working in a hairdressers



There are many other prohibited jobs, so please always check with your Local Authority.

All these rules apply to jobs in a business, even if the child is not paid. This includes working in a parents' business. The rules do not apply to babysitting or dog walking or anything else for family and friends where the child is self-employed.

Please contact us if you have any queries.

- Email: CIEE@westsussex.gov.uk
- Phone: **033 022 28384**

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