

Prohibited Employment for Children

No child of statutory school age may be employed:

- In a cinema, theatre, disco, dance hall or night club, except in connection with a performance.
- To sell or deliver alcohol, except in sealed containers.
- To deliver milk
- In a commercial kitchen
- To collect or sort refuse.
- To collect money or sell or canvass door to door (except under the supervision of an adult).
- In street trading, such as flower selling.
- In work involving harmful exposure to physical, biological or chemical agents.
- In a slaughterhouse or butchers.
- In telephone sales.
- In work involving exposure to adult material.

Many other occupations are prohibited by legislation. If you are unsure or require advice regarding the employment of children please call:-

FRANK HOLOHAN

01375 652568

fholahan@thurrock.gov.uk

THURROCK COUNCIL
Education Welfare Service

Advice For Employers

- All children employed by you must have a valid Work Permit.
- You could be fined up to **£1,000** for every child found working without a valid Work Permit.
- The Permit must be applied for within one week of the child commencing employment.
- You must have employer's liability insurance. Your insurers may query a claim if the child does not have a valid Work Permit.
- Even if a child has been sent a National Insurance number, it is illegal to employ them full time if they are still of compulsory school age.



THURROCK COUNCIL
Children's Services
Education Welfare Service

Child Employment



**General Advice
& Guidelines**

General Information

WHAT IS EMPLOYMENT

A child of compulsory school age who assists in a trade or occupation carried on for profit, whether or not they receive payment, will be deemed to be employed.

WHAT IS COMPULSORY SCHOOL AGE

A child is of compulsory school age until the last Friday in June in the school year (September to August) in which they reach the age of 16. (i.e. any child in Year 11)

IT IS ILLEGAL FOR:



- A child to work if under 13 years of age.
 - A child of compulsory school age to work without a valid Work Permit.
 - A child of compulsory school age to work before 7.00am or after 7.00pm.
 - A child of compulsory school age to work during school hours (term time).
- The Local Authority have the right to withdraw a child's Work Permit if their work appears to:
- Be adversely affecting their education.
 - Be adversely affecting their school attendance.
 - Be adversely affecting their health

Permitted Hours

Children Aged 13+

School Days: No more than a total of 2 hours in one day during the following periods:

- In the morning between 7.00am & 9.00am
- In the evening between the end of school & 7.00pm

Saturdays & School Holidays: No more than 5 hours on any day between 7.00am & 7.00pm.

Sundays: No more than 2 hours between 7.00am & 7.00pm.

Children under 15 years of age may work for 25 hours in one week (during school holidays).

Children Aged 15+

School Days: No more than a total of 2 hours in one day during the following periods:

- In the morning between 7.00am & 9.00am
 - In the evening between the end of school & 7.00pm
- Saturdays & School Holidays:** No more than 8 hours on any day between 7.00am & 7.00pm.

Sundays: No more than 2 hours between 7.00am & 7.00pm.

Children over 15 years of age may work for 35 hours in one week (during school holidays).



Application forms for Work Permits are available from :

Frank Holohan, Child Employment Officer,
Children's Services,
Thurrock Council, Civic Offices,
Grays RM17 6GF

Tel: 01375 652568

fholahan@thurrock.gov.uk

Or pupils can pick them up from their schools

**IT IS THE EMPLOYER'S
RESPONSIBILITY TO ENSURE
ALL CHILDREN EMPLOYED
BY THEM HAVE A VALID
WORK PERMIT**

THURROCK COUNCIL

Education Welfare Service