

There are a number of restrictions regarding total hours in a week, or hours during weekends and holidays, and these vary with age. Further details are listed in the guidance to the application form.

Do I have to give a child a break while they are working?

The law says you must allow a break for one hour after four hours of continuous work. Employers must give at least two weeks' holiday a year during a school holiday.

How do I safeguard a child?

You should carry out a risk assessment of the workplace and environment that the child will be working in. Your assessment should take into account the health and safety of the workplace and the wellbeing of the child.

You should keep a written record of your assessment and provide a copy to the child and their parent or local authority representative on request. Camden can send a model risk assessment if you do not have one of your own.

Can an employer be prosecuted?

If a child of school age is found to be working without a permit, the employer can be fined up to £1,000. The Council's pupil attendance service will prosecute employers who employ a child of statutory school age without a permit.

Is a warning given?

The local authority is not required to give an employer a warning before prosecuting if these byelaws are breached.

Can the local authority withdraw a permit?

Camden Council may at any time revoke a child's employment permit if it has reasonable grounds. For example, if the authority believes that the child is being unlawfully employed, or that their health, welfare or ability to take advantage of their education is

suffering, or likely to suffer as a result of the employment, the permit may be revoked. The Council may require that a child has a medical examination before a permit is issued.

Who does this law protect?

By protecting children and young people who work, the aim is to prevent accidents and to ensure children have spare time for leisure and rest. A child may be employed only in accordance with the details shown on the employment permit for these reasons.

Who will inspect my workplace and what will they be looking for?

Camden Council will issue the employer with an employment permit, which they must keep securely at the place of employment. They must produce this for inspection when required to do so by an authorised office of the Council or a police officer. An inspection of your workplace may include an assessment of the impact of the work on the health, safety and wellbeing of the child.

Where can I get further information?

The form can be downloaded at camden.gov.uk/childworkpermit

If you have further questions please contact the pupil attendance service on **020 7974 7152**

The pupil attendance service is based at 5 Pancras Square

Our address is:
London Borough of Camden
Pupil Attendance Service (105PS)
Town Hall
Judd Street
London
WC1H 9JE

Tel: **020 7974 7152**
Email: ce@camden.gov.uk

Child employment in Camden

Employers' guide to the law about
children and young people at work



What are child employment byelaws and who do they apply to?

Anyone who employs a young person in Camden aged 13 or over, and still of statutory school age, must have a work permit. Children under 13 are not allowed to work. A young person over statutory school age (currently after the end of the academic year the child turns 16) does not need a permit.

Camden Council byelaws on the Employment of Children 2011 came into force on 1 February 2012. This byelaw was passed to protect children who work through the Children and Young Persons Act 1998 (as amended 2000) and the Local Authority Byelaws 1999 (under the Greater London Authority Act 1999).

A permit, or licence, covers any paid part-time work and work on non-school days. This is the case even if the young person is working for their parents or family. However, babysitting is not considered to be employment under the byelaws.

Who needs to apply for a work permit?

All applications for work permits for children who work in Camden must be made by the employer. Camden's pupil attendance service provides advice to employers and families about the regulations for the employment of children.

How do I apply for a permit for a child to work?

Employers need to apply to the local authority where the proposed place of work is based - not the borough where the child lives. They must apply in writing within a week of employing a child.

Employers in Camden can download the permit application form at camden.gov.uk/childworkpermit or call the pupil attendance service in Camden on 020 7974 7152 or email ce@camden.gov.uk



Is there a charge for a permit?

There is no charge to employers for a permit or for processing a permit.

How long will a permit last?

Each permit will last for one calendar year and the employer must renew the permit annually.

In what kind of work can I employ a child?

The kind of work depends on the child's age. When 13 or 14 a child may be employed in light work:

- delivering newspapers of no more than 9kg in weight, with restrictions on collecting money;
- in a shop, including stacking shelves;
- in a café or restaurant, subject to restrictions below, unless washing-up in an area separate from where food is prepared;
- in an office;
- in a hairdressers, nail bar or beauty salon;
- washing cars by hand in a residential setting;
- in hotels and other establishments offering accommodation doing domestic work (but personal care is not allowed);
- light agricultural or horticultural work (no machinery to be used) if employed by and supervised by a parent or guardian;
- in riding stables;
- street stall trading is legal for children over 14 working for their parent and under the parent's direct supervision.

When 15 or 16 years, there are more jobs that they can do, but there is some work that is not allowed until they leave school.

What kind of jobs are children not allowed to do?

No child of statutory school age can be employed to do any of the following:

- working in a cinema, nightclub, dance venue, disco or similar (except where a performance is given entirely by children);
- working where gambling in any form takes place on the premises (including automated machines);
- selling or delivering alcohol, except in sealed containers (with existing exceptions under the Licencing Act 2003);
- selling tobacco or tobacco products;
- delivering milk, unless the vehicle has a seatbelt fitted and the child is supervised by an adult;
- delivering fuel;
- working in a commercial kitchen;
- any work more than three metres above ground or floor level;
- providing personal care for residents in nursing or care homes;
- telephone sales;
- collecting money or selling door to door, except where supervised by an adult;
- work involving exposure to harmful biological agents or chemicals;
- work involving adult material or in other situations unsuitable for children;
- collecting and sorting refuse;
- working in premises connected with killing livestock or preparing meat for sale (such as a butcher or slaughterhouse);
- working as an attendant or assistant in a fairground or amusement arcade.

When can a child work?

No child can start work before 7am on any day. On a school day, a child may work for an hour before school, or from the close of school until 7pm, but no more than two hours on any one school day or Sunday. No child may work after 7pm on any day.