

# Child employment



Some young teenagers have paid work to do at weekends or during the school holidays. To make sure that they are kept safe and to ensure that work does not disrupt their education, there are special laws related to child employment. Some of these are summarised below.

## Compulsory school age

Children are of compulsory school age up to the last Friday in June in the academic year in which they reach the Mandatory School Leaving Age (MSLA) and the child can apply for their National Insurance Number and may work full time.

- 5 The youngest age your child can work part-time is 13 years old, with the exception of children involved in television, theatre, modelling or similar activities.

If a child is offered work in these areas, they will need to get a performance licence. Performance licences are issued by the local authority. Before granting a licence the local authority will liaise with the headteacher of the child's school to ensure that

- 10 the child's education will not suffer should that licence be granted.

## Chaperoning

A child taking part in a performance – which can include TV, film, theatre, sporting activities or modelling – will require chaperoning. Chaperones are licensed by the local authority.

## 15 Children may not work:

- without an employment permit issued by the education department of the local council
- in any industrial setting e.g. factory, industrial site etc.
- during school hours
- 20 ● before 7.00 am or after 7.00 pm
- for more than one hour before school
- for more than four hours without taking a break of at least one hour
- in any occupations prohibited by local by-laws or other legislation e.g. pubs, betting shops
- 25 ● in any work that may be harmful to their health, well-being or education
- without having a two-week break from any work during the school holidays in each calendar year

## Term time

During term time children may work a maximum of

- 30 12 hours per week, of which:
- a maximum of two hours on school days and
  - a maximum of five hours on Saturdays for 13 to 14 year olds, or eight hours for children aged 15
  - 35 and over



This information was correct at the time of publication, but you should not use it as a source of reference without checking that it is still current.

1 The academic year begins on 1 September and ends on 31 August. Jack reached the MSLA on 31 July. Indira reached the MSLA just over a month later, on 1 September.

a) When can Jack leave school?

\_\_\_\_\_

1 mark

b) When can Indira leave school?

\_\_\_\_\_

1 mark

2 a) What does MSLA stand for?

\_\_\_\_\_

1 mark

b) What does 'mandatory' mean?

\_\_\_\_\_

1 mark

3 Each person who starts working full-time has a unique identification number related to employment. What name is given to that number?

\_\_\_\_\_

1 mark

4 Lily and Eve are 12-year-old schoolgirls who want to work part-time after school. Lily wants to work in a local shop and Eve wants to model for an advertising agency. Which, if either, of the girls is allowed to do their chosen job? Explain the conditions.

\_\_\_\_\_

\_\_\_\_\_

2 marks

5 During term-time how long per week are 16-year-olds allowed by law to work?

\_\_\_\_\_

1 mark

6 Anil, aged 15, wanted to work after school, from 4 p.m. to 6 p.m., in a biscuit factory. The factory owner said she could not employ him. Why not?

\_\_\_\_\_

1 mark

7 For what sort of work would a child need a licence? What sort of licence would be required?

\_\_\_\_\_

2 marks

8 What is a chaperone and for what sort of work would a child need one?

\_\_\_\_\_

\_\_\_\_\_

2 marks

9 As a child working part-time, where would you apply for an employment permit?

\_\_\_\_\_

1 mark

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