



Hull

Children and
Young People's Services

SUMMARY OF RESTRICTIONS RELATING TO THE EMPLOYMENT OF CHILDREN

A) LEGAL FRAMEWORK:

- Section 18 of the Children and Young Persons Act 1933 as amended;
- The Children (Protection at Work) Regulations 1998;
- EC Directive 94/33/EC on the protection of young people at work.

B) NO CHILD UNDER THE AGE OF 13 CAN BE EMPLOYED.

C) PROHIBITED EMPLOYMENT:

No child of any age may be employed –

- (a) in a cinema, theatre, discotheque, dance hall or night club, except in connection with a performance given entirely by children;
- (b) to sell or deliver alcohol;
- (c) to deliver milk;
- (d) to deliver fuel oils;
- (e) in a commercial kitchen;
- (f) to collect or sort refuse;
- (g) in any work which is more than three metres above ground level or, in the case of internal work, more than three metres above floor level;
- (h) in employment involving harmful exposure to physical biological or chemical agents;
- (i) to collect money or to sell or canvass door to door, except under the supervision of an adult;
- (j) in work involving exposure to adult material or in situations which are for this reason otherwise unsuitable for children;
- (k) in telephone sales;
- (l) in any slaughterhouse or in that part of any butcher's shop or other premises connected with the killing of livestock, butchery, or the preparation of carcasses or meat for sale;

- (m) as an attendant or assistant in a fairground or amusement arcade or in any other premises used for the purpose of public amusement by means of automatic machines, games of chance or skill or similar devices;
- (n) in the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult.

D) PERMITTED EMPLOYMENT OF CHILDREN AGED 13:

A child aged 13 may not be employed except in light work in one or more of the following specified categories:

- (a) agricultural or horticultural work;
- (b) delivery of newspapers, journals and other printed material;
- (c) shop work, including shelf stacking;
- (d) hairdressing salons;
- (e) office work;
- (f) car washing by hand in a private residential setting;
- (g) in a café or restaurant;
- (h) in riding stables; and
- (i) domestic work in hotels or other establishments offering accommodation.

E) RESTRICTION ON HOURS:

- (a) On a school day no child shall be employed for more than 2 hours. A child may work either for one hour between 7.00 am and 8.00 am and one hour after school or 2 hours between close of school and 7.00 pm.
- (b) On Saturdays and non-school weekdays no child under the age of 15 years may be employed for more than 5 hours (at 15 years no more than 8 hours) and not before 7.00 am or after 7.00 pm;
- (c) In the school holidays no child under the age of 15 shall be employed for more than 25 hours a week (at 15 years no more than 35 hours) and not before 7.00 am or after 7.00 pm;
- (d) On Sundays no child shall be employed for more than 2 hours and not before 7.00 am or after 7.00 pm.

F) OTHER RESTRICTIONS:

- (a) No child shall be employed for more than 4 hours in any day without a rest break of one hour.

- (b) No child shall be employed at any time in a year unless at that time he/she has had, or could still have, during a period of a year in which he/she is not required to attend school, at least two consecutive weeks without employment.

(NB: "year", means a period of twelve months beginning with 1 January").

- (c) No child may be employed in any work out of doors unless wearing suitable clothes and shoes.

PLEASE NOTE – No Child can be employed for more than 12 hours on a school week