

Hours of Work

No child may start work before 7.00 am or finish later than 7.00 pm

When aged between 13 years and their school leaving date a child may work:

On School Days

One Hour before school and up to two hours after school. They must not work more than a total of two hours on any school day.

On Sundays

A maximum of two hours

Other days when the school is not open:

Children aged 13 or 14 years can work for a total of five hours. They must, however, have a break of one hour after three hours continuous working.

Young People aged 15 years or over can work for a total of eight hours. They must, however, have a break of one hour after four hours continuous working.

Total Weekly Working Hours

Term Time

13—16 years (until official school leaving date) 12 hours total including Saturday and Sunday.

School Holidays

Children ages 13-14 years cannot work more than 25 hours in any one week (including Saturday and Sunday). Children aged 15 years or over cannot work more than 35 hours in any one week including Saturday and Sunday.

Where to find more Information

For further information on employment in modelling, sport or entertainment and work permit application forms

The Licensing Department
Council of the Isles of Scilly
Old Wesleyan Chapel
St Mary's
Isles of Scilly
TR21 0JD

Tel: 03001234105

Email: licensing@scilly.gov.uk

Children on Home Based Education

Any child who is on a Home Based Education Programme is still covered by the Child Employment Regulations and therefore cannot be employed (either paid or unpaid) during the school day.

COUNCIL OF THE ISLES OF SCILLY



A GUIDE TO CHILD EMPLOYMENT



The Isles of Scilly:
A Strong, Sustainable and Dynamic
Island Community

Information for Parents and Employers :

The Council of the Isles of Scilly's Policy regarding the Employment of Children states the type of work that a child or person may do, and also the hours that they can work under the Children and Young Persons Act and should be considered alongside other regulations that apply to the workplace eg. Health and Safety Regulations, The Factories Acts etc.

No employment should impede the education of a child

In order for a child of compulsory school age to lawfully work, they MUST have a work permit, issued by the Director of Children's Services. A young person is of compulsory school age until the last Friday in June in the school year in which they reach the age of 16.

Employment is defined as working or helping in a trade or occupation which may or may not involve payment.

Employers are responsible for ensuring that each child:

- ◆ Has a work permit
- ◆ Works only the hours stated on the work permit
- ◆ Carries out only the work stated on the work permit
- ◆ Has adequate and appropriate clothing for the work to be undertaken
- ◆ Is in a good state of health for the work they are undertaking

Types of Work and Age Restrictions

No child under the age of 13 years may be employed

Children ages 13 may only be employed in LIGHT work in one of the following categories:

- ◆ Agricultural or horticultural work
- ◆ Delivery of newspaper, journals etc
- ◆ Shop work
- ◆ In a hairdressing salon
- ◆ Office work
- ◆ Car washing (by hand in a private residential setting)
- ◆ In a cafe or restaurant
- ◆ In a riding stables
- ◆ Domestic work in hotels etc.

Children aged 14 and over may be employed in any light work provided it is not on the list of prohibited employment
Within one week of employing a child an employer has a legal responsibility to send to the Authority written notification of the employment.

Application forms are available.

List of Prohibited Employment

No Child of any age may be employed:

- in a cinema, theatre, discotheque, dance hall or night club except in connection with a performance given entirely by children.
- to sell or deliver alcohol, except in sealed containers.
- to deliver milk.
- to deliver fuel oils.
- in a commercial kitchen.
- to collect or sort refuse.
- in any work which is more than 3 meters above ground level or, in the case of internal work, 3 meters above floor level.
- in employment involving harmful exposure to physical, biological or chemical agents.
- to collect money or to sell or canvas door to door, except under the supervision of an adult.
- in work involving exposure to adult material or in situations which are for this reason otherwise unsuitable for children.
- in telephone sales.
- in any slaughterhouse or in that part of any butchers shop or other premises connected with the killing of livestock, butchery or in the preparation of carcasses of meat for sale.
- 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.
- in the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult.

A copy of the Council's policy may be obtained from the Licensing Department, Old Wesleyan Chapel, St Mary's.