

VOLUNTEERING

Employment is defined as working or helping in a trade or occupation carried out for profit, which may or may not involve payment. A work permit could therefore be required depending on the volunteer work being carried out.

WORK EXPERIENCE

Children on work experience placements arranged by their school do not require work permits.

For those who are home educated it would be down to the parent/carers to arrange work experience placements, risk assess and check insurances.

We advise that parents/carers of home educated children obtain legal advice before arranging a work experience placement.

CHILDREN RECEIVING ELECTIVE HOME EDUCATION

Same rules will apply for those who are home educated.

For further information and a printable application form please visit:

www.iwight.com/ChildEmployment

For further information on the employment of children and young people, please visit Gov.uk website:

www.gov.uk/child-employment



You can get further information and a child work permit application form from:

Education Welfare
Thompson House
Sandy Lane
Newport
Isle of Wight
PO30 3NA

01983 823151

ewsreferrals@iow.gov.uk

www.iwight.com/ChildEmployment

If you have difficulty understanding this document, please contact us on 01983 821000 and we will do our best to help you.

4338CS 5/19 SC

EMPLOYMENT OF CHILDREN AND YOUNG PEOPLE



Information for employers, parents and children



YOUNG PEOPLE, WORK AND THE LAW

Some young people work part time and it is important that they, their parents, employers and prospective employers understand their legal position. The law regulating the employment of young people is quite specific.

The Children and Young Persons Act 1933 and the Isle of Wight Council Byelaws 1998 regulate the employment of young people.

PERMIT

Anyone who wants to employ a young person must obtain a permit. A permit application form is available on www.iwight.com/ChildEmployment or by contacting the Education Welfare Service.

The form must be completed by the child and their prospective employer and returned to the Education Welfare Service. Full details of the legal requirements, including local byelaws can be found on www.iwight.com/ChildEmployment



PERMITTED EMPLOYMENT

Children aged 14 or over may be employed in light work only.

Children aged 13 years may only be employed in light work in one of the following specified categories:

- agricultural work;
- horticultural work;
- delivery of newspapers, journals and other printed matter;
- shop work, including shelf stacking;
- hairdressing salons;
- office work;
- car washing by hand in a private residential setting;
- in a café or restaurant;
- in riding stables;
- domestic work in hotels and other establishments offering accommodation.

Please note that there are many types of prohibited employment. Please contact us for further information.

BREAKING THE LAW

Anyone breaking the laws and byelaws covering child employment faces a fine of up to £1,000.

RESTRICTION ON HOURS

Young people of compulsory school age, from the age of 13, can be employed:

- outside of school hours, but not before 7am and after 7pm on any day;
- for no more than two hours on any on which they are required to attend school;
- for no more than two hours on Sundays;
- for no more than five hours a day (except Sundays) during school holidays if under 15 years old;
- for no more than eight hours a day (except Sundays) during school holidays if 15 years or older;
- for no more than 25 hours a week during school holidays if under 15 years old;
- for no more than 35 hours a week during school holidays if 15 years or older.

Young people cannot be employed to do any work which jeopardises their safety, health, development, attendance at school or participation in work experience.

COMPULSORY SCHOOL AGE

Compulsory school age ends on the last Friday in June of the school year in which a child reaches age sixteen.