



**North Yorkshire
County Council**

CHILD EMPLOYMENT AWARENESS

Do any of your students have a paper round? Do they have Saturday jobs or work during the school holidays? If so, they will need an employment permit to work.

North Yorkshire County Council is responsible for ensuring children between the ages of 13yrs & 16yrs (compulsory school age) who intend to work, or have a job, have a valid employment permit.

The Local Authority has produced byelaws which regulate the types of work young people are permitted to do and also the number of hours they are allowed to work. These byelaws help to ensure young people are working safely and their work does not affect their wellbeing or education.

Every application we receive is checked to ensure the proposed employer is aware of regulations; his/her legal responsibility towards the young person; has completed risk assessments to ensure the safety of the environment in which the young person intends to work. We also check with the young person's school, his/her attendance and whether or not the employment may impact on his/her education.

For a young person, getting a job and earning money is an exciting first step into the adult world and we, as a local authority aim to support and safeguard them as they take this step. If you are aware of any of your young people who may be looking for that first paper round or Saturday job, please don't hesitate to direct them, or their parents, to us. We're happy to help; the application doesn't take long to complete

& THE PERMIT WON'T COST A PENNY.... IT'S FREE!

For a child to work it must be in accordance with the byelaws as set out below:

Children of school age between 13yrs and 16 yrs must have a valid employment permit. During term time no child may work for more than 12 hours in any one week.

On school days children may be employed:

a) for up to 1 hour before school and up to 1 hour after school as long as the employment is not before 7.00 am or after 7.00 pm

or

b) for up to 2 hours after school as long as the employment ceases by 7.00 pm

Saturdays:

Children who are 13 and 14 years of age may work up to a maximum of 5 hours per day. Children of 15 years of age and over may work up to a maximum of 8 hours per day
No child may work for more than 4 hours without a break of at least 1 hour

Sundays:

No child may work for more than 2 hours between 7.00 am and 7.00 pm

During school hours:

13 and 14 year olds may be employed for up to 5 hours per day subject to a maximum weekly limit of 25 hours

15 and 16 year olds: may be employed for up to 8 hours per day subject to a maximum weekly limit of 35 hours

No child may work for more than 4 hours without a break of at least 1 hour

For an application form or copy of the Byelaws please contact: **The Safeguarding Unit, County Hall.**
Telephone: **01609 532477**

For further information: cyps.northyorks.gov.uk/child-employment
Also: www.nncee.org.uk

Children and Young People's Service ■