



10<sup>th</sup> June, 2021

Dear Parent/Carer

## **Child Employment Guidelines**

Recently we have heard that a number of our students are securing part-time work to run alongside their education, which we fully support and commend them for. However, we thought it appropriate to inform you as parents/carers of the Government restrictions around child employment so that you can ensure that any contract your son/daughter may enter into is operating within the law.

The minimum age for a child to be employed is 13.

Children are not allowed to work:

- In places like a factory or industrial site
- During school hours
- Before 7 am or after 7pm
- For more than one hour before school
- For more than 4 hours without taking a break of at least 1 hour
- In any work that may be harmful to their health, wellbeing or education
- Without having a 2-week break from any work during school holidays in each calendar year

There are also special rules which only apply during term times and school holiday times, when children can only work a maximum of 12 hours a week. These rules also include:

- A maximum of 2 hours on school days and Sundays
- A maximum of 5 hours on Saturdays for 13 to 14 year olds, or 8 hours for 15 to 16-year olds.

School holiday rules are:

- 13-14 year olds are only allowed to work a maximum of 25 hours a week which includes a maximum of 5 hours on weekdays and Saturday, and a maximum of 2 hours on Sunday
- 15 to 16 year olds can only work a maximum of 35 hours a week which includes a maximum of 8 hours on weekdays and Saturday and 2 hours on a Sunday.

Part-time work for our older students is a great introduction to the world of work and from it they learn and develop so many additional life skills, but similarly, it is crucial that we safeguard them to ensure that they are not being over worked and burning themselves out, or being exploited by their employer.



Please can we therefore ask that when encouraging or agreeing to your child finding part-time work, you also ensure that the above Government regulations are being followed by any employer.

Should you require any support with regards to this matter or further information, please do not hesitate to contact us and we will do all we can to help and support you.

Yours faithfully,

Mr M Hall  
Headteacher.