



WORKING TIME REGULATIONS FOR CHILDREN OF COMPULSORY SCHOOL AGE

The employment of children of compulsory school age is subject to Working Time Regulations laid down by Section 18 of the **Children and Young Persons Act 1933** (as amended): [Children and Young Persons Act 1933 \(legislation.gov.uk\)](http://legislation.gov.uk). Those Regulations are summarized below.

All children remain of compulsory school age until the last Friday in June of the school year in which they have their sixteenth birthday. A school year runs from 1st September until the following 31st August.

The references to **16*** below denote a 16 year old **who is still of compulsory school age**, that is, who has **not** reached their official school leaving date as described above.

PLEASE NOTE: If you wish to employ a child of compulsory school age, you must apply for an employment permit to the local authority in whose area the work is taking place.

- No child may be employed before 7.00am or after 7.00pm on any day of the year.
- During term time, a child aged 13 or 14 may be employed for up to 2 hours on any single school day (outside of school hours), for up to **5** hours on Saturdays, and for up to 2 hours on Sundays – **subject to a maximum of 12 hours in any week.**
- During term time, a child aged 15 or 16* may be employed for up to 2 hours on any single school day (outside of school hours), for up to **8** hours on Saturdays, and for up to 2 hours on Sundays – **subject to a maximum of 12 hours in any week.**
- During school holidays, a child aged 13 or 14 may be employed for up to **5** hours on any day (with the exception of Sundays, where a 2 hour limit still applies) – **subject to a maximum of 25 hours in any week.**
- During school holidays, a child aged 15 or 16* may be employed for up to **8** hours on any day (with the exception of Sundays, where a 2 hour limit still applies) – **subject to a maximum of 35 hours in any week.**
- A child must have appropriate rest breaks on any day of employment, including that if the child works for four hours continuously, they must then have a rest break of at least one hour before resuming their employment.
- In each calendar year a child must have at least two consecutive weeks without employment that are taken during a period in which the child is not required to attend school (a school holiday period).

If you have any queries about the employment of children in Worcestershire, please contact:

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