

Cardiff and Vale of Glamorgan Children in Employment

Did you know that children aged between 13-16 years old can work or volunteer part-time? Encouraging children to experience working environments can teach them positive lessons about responsibility, independence and develop skills that will prepare them for future employment, but it's important to keep them safe and ensure they are not being exploited.

Even if a child is 16 and has a national insurance number, they must have a work permit until they reach compulsory school leaving age, which is the last Friday in June as long as they will be 16 by the end of that year's summer holidays.

<https://gov.wales/child-employment-coronavirus>

It also remains that all work permits issued for the employment of children of compulsory school age is restricted by provisions in Part 2 of the Children and Young Persons Act 1933 and Part 2 of the Children and Young Persons Act 1963. Local authority officers should assess child employment permit applications on a case by case basis with priority given to the measures in place for the safeguarding of children's health and wellbeing by the employer; and that employment would not be taking place during what would be regarded as the school day. Although the Act applies overall, each Local Authority has additional byelaws that regulate the licensing of child employment and queries are encouraged via the email links for each Local Authority who will be able to offer advice and guidance on any potential or actual applications at all stages.



To keep children protected there are strict rules and regulations to make sure the child's health and education do not suffer.

EVERY CHILD OF SCHOOL AGE WHO HAS A PART-TIME JOB MUST BE REGISTERED WITH THE COUNCIL AND HAVE A WORK PERMIT.

It is the employer's legal responsibility to ensure this is obtained, alongside a specific Young Person's Risk Assessment. The Assessment should outline any hazards relating to the child employment and inform the parent/guardian of the outcome.



If you or somebody you know has children who are working to support essential activities during the crisis, there are updated Young Persons' Risk Assessments based on COVID-19 restrictions, which should be completed.

For further information on Child Employment, please see below:

FOR CARDIFF:

Children in Part Time Employment
or contact the Education Safeguarding Team on:
Email: educationsafeguarding@cardiff.gov.uk
Call: 029 2233 0876

FOR THE VALE OF GLAMORGAN:

<https://www.valeofglamorgan.gov.uk/en/working/Child-Employment.aspx>
or contact
Email: CIEE@valeofglamorgan.gov.uk
Call: 029 2233 0876

