

Byelaws Relating to the Employment of Children Gloucestershire County Council

Made 27th March 2002

Coming into force 25th June 2002

Gloucestershire County Council, in exercise of the powers conferred on them by sections 18(2) of the Children and Young Persons Act 1933¹, hereby make the following Byelaws:

Citation and commencement

1. These Byelaws may be cited as the Gloucestershire County Council Byelaws on the Employment of Children 2002 and shall come into force on the 25th June 2002.

Interpretation and extent

2. In these Byelaws, unless the context otherwise requires:

“the authority” means Gloucestershire County Council;

“child” means a person who is not yet over compulsory school age as defined in Section 8 of the Education Act 1996;

“employment” means work which, on account of the inherent nature of the tasks which it involves and the particular conditions under which they are performed –

- a) is not likely to be harmful to the safety, health or development of the children; and
- b) is not such as to be harmful to their attendance at school, their participation in work experience in accordance with Section 560 of the Education Act 1996, or their capacity to benefit from the instruction received or, as the case may be, the experience gained;

“parent” includes any person who has for the time being parental responsibility for a child within the meaning of Section 3 of the Children Act 1989;

“year” except in expressions of age, means a period of twelve months beginning with 1st January.

Prohibited employment

3. No child of any age may be employed –

- a) in a cinema, theatre, discotheque, dance hall or night club, except in connection with a performance given entirely by children²;
- b) to sell or deliver alcohol, except in sealed containers;
- c) to deliver milk;
- d) to deliver fuel oils;
- e) in a commercial kitchen;
- f) to collect or sort refuse;
- g) in a skittle alley;
- h) in any work which is more than three metres above ground level or, in the case of internal work, more than three metres above floor level;
- i) in employment involving harmful exposure to physical, biological or chemical agents;
- j) to collect money or to sell or canvass door to door;

¹ 1933 c.12

² This does not prevent children taking part in the performances under the provisions of a licence granted in accordance with the Children and Young Persons Act 1963, and the associated Regulations.

- k) in work involving exposure to adult material or in situations which are for this reason otherwise unsuitable for children;
- l) in telephone sales;
- m) in any slaughterhouse or in that part of any butcher's shop or other premises connected with the killing of livestock, butchery, or in the preparation of carcasses or meat for sale;
- n) as an attendant in a fairground or amusement arcade or in any other premises used for the purpose of public amusement by means of automatic machines, games of chance or skill or similar devices;
- o) in the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult.

Permitted employment of children aged 14 and over

4. A child aged 14 or over may be employed only in light work.

Permitted employment of children aged 13

5. A child aged 13 may not be employed except in light work in one or more of the specified categories:
 - (a) agriculture or horticultural work;
 - (b) delivery of newspapers, journals and other printed material;
 - (c) shop work, including shelf stacking;
 - (d) hairdressing salons;
 - (e) office work;
 - (f) car washing by hand in a private residential setting;
 - (g) in a cafe or restaurant;
 - (h) in riding stables; and
 - (i) in domestic work in hotels and other establishments offering accommodation.

Employment before school

6. Subject to the other provisions of these byelaws, a child may be employed for up to one hour between the hours of 7 am and 8.30 am on any school day.

Additional condition[s]

7. No child may be employed in any work out of doors unless wearing suitable clothes and shoes.
8. A child who is employed to work in circumstances where he is working without direct supervision shall be provided by the employer with and shall carry a personal attack alarm which will enable the child to summon help in case of emergency.

Notification of Employment and employment permits

9. Within one week of employing a child, the employer must send to the authority written notification stating:
 - (a) his own name and address;
 - (b) the name, address and date of birth of the child;
 - (c) the hours and days on which the child is to be employed , the occupation in which the child is to be employed, details of the task involved and, if different from (a) above, the place of employment;
 - (d) a statement of the child's fitness to work, and of approval for the child to be employed, completed by the child's parent;

- (e) details of the school at which the child is a registered pupil; and
- (f) a statement to the effect that an appropriate risk assessment has been carried out by the employer.

10. Where, on receipt of a notification, the authority is satisfied that:

- (a) the proposed employment is lawful;
- (b) the child's health, welfare or ability to take full advantage of his education would not be jeopardised; and
- (c) the child is fit to undertake the work for which he is to be employed, it will issue the child with an employment permit.

11. Before issuing an employment permit the authority may require a child to have a medical examination.

12. The employment permit will state:

- (a) the name, address and date of birth of the child;
- (b) the hours and days on which the child is to be employed, the occupation in which the child is to be employed, details of the task involved and the place of employment;

13. A child may be employed only in accordance with the details shown on his employment permit.

14. The authority may amend a child's employment permit from time to time on the application of an employer.

15. The authority may at any time revoke a child's employment permit if it has reasonable grounds to believe:

- (a) That the child is being unlawfully employed, or
- (b) That his health, welfare or ability to take advantage of his education are suffering or likely to suffer as a result of the employment.

16. A child must produce his employment permit for inspection when required to do so by an authorised officer of the authority or a police officer.

17. The employer shall send to the authority on the first working day of October in every year a written notification in respect of each child employed by him on that day stating the child's name, address, date of birth, the occupation in which the child is employed and the school at which the child is a registered pupil.

Revocation

18. The Byelaws with respect to the Employment of Children and Street Trading made by Gloucestershire County Council on the Twenty-ninth day of March 1989 and confirmed by the Secretary of State on the Twenty-seventh day of June 1989 are hereby revoked.

GIVEN under the Common Seal of Gloucestershire County Council this 27th day of March 2002.

The COMMON SEAL of Gloucestershire County Council was affixed to these Byelaws in the presence of:

Richard Caudron - Assistant County Solicitor

These Byelaws are hereby confirmed by the Secretary of State for Health on the 25th June 2002 and shall come into operation on 25th June 2002.

Signed by Janet Grauberg on behalf of the Secretary of State for Health

EXPLANATORY NOTE (This note is not part of the Byelaws)

These Byelaws regulate the types of occupation in which children under school leaving age may be employed (byelaws 3-5), and other conditions of their employment. They provide for checks on a child's fitness for employment (byelaws 10 and 11) and for the issue of employment permits, setting out the occupation in which a child may be employed and his hours of work (byelaws 9 – 17). Employers are obliged to notify local authorities of their child employees (byelaw 9).

These Byelaws are not a comprehensive statement of the law relating to the employment of children and should be read in conjunction with other legislation relating to prohibited occupations, hours of work and street trading in particular.

By virtue of section 560 Education Act 1996, enactments relating to the prohibition or regulation of the employment of children do not apply to children undertaking work experience within the meaning of the Act. "Enactment" for this purpose includes byelaws having effect under an enactment, so nothing in these byelaws applies to a child's work experience.

Prohibited and permitted employment

Children aged 13 are limited to employment in the occupations listed at byelaw 5. Children aged 14 or over are not limited in this way, but may only undertake light work (byelaw 4). Byelaw 3 lists various occupations which are prohibited for children, even if they would constitute light work. Many more occupations or specific tasks are prohibited by other legislation, including:

- the Employment of Women, Children and Young Persons Act 1920, which prohibits the employment of children in any "industrial undertaking", including mines and quarries, manufacturing industry, construction and the transport of passengers or goods by road, rail or inland waterway (section 1(1));
- the Agriculture (Safety, Health and Welfare Provisions) Act 1956, under which it is an offence to cause or permit a child to ride on or drive a vehicle, machine or agricultural implement (section 7);
- the Offices Shops and Railway Premises Act 1963, which provides that no young person may clean machinery if to do so would expose him to risk of injury (section 18);
- the Betting Gaming and Lotteries Act 1963, which prohibits the employment of persons under 18 in effecting any betting transaction or in a licensed betting office (section 21);
- the Licensing Act 1964, which prohibits the employment of children in the bar of licensed premises (section 170) and the Licensing (Occupational Permissions) Act 1983, which prohibits any person under 18 from selling or serving alcohol in premises authorised under the Act (paragraph 5(1) of the Schedule); the Merchant Shipping Act 1970, by virtue of which no person under minimum school leaving age may be employed on a ship registered in the UK, except as permitted by Regulations made under the Act (section 51); and
- the Manual Handling Operations Regulations 1992, which prohibit children from handling any load which is likely to cause injury to them.

It should be noted that this is not an exhaustive list.

The Children (Performance) Regulations 1968 provide that no child taking part in a performance for which a licence is required by section 37 of the Children and Young Persons Act 1963 may be employed in any other occupation on the day or days of that performance or the following day.

Penalties

Section 21 of the Children and Young Persons' Act 1933, as amended provides, *inter alia*, that:-

If a person is employed in contravention of Section 18 of the Act, or the provisions of any byelaws made thereunder, the employer and any other person (other than the person employed) to whose act or default the contravention is attributable shall be liable on summary conviction to a fine not exceeding level 3 on the Standard Scale (£1,000).

If a person is employed in contravention of section 20 of the Act, the employer and any person (other than the person employed) to whose act or default the contravention is attributable shall be liable on summary conviction to a fine not exceeding level 4 of the Standard Scale (£1,000). A person under compulsory school age who engages in street trading in contravention of the provisions of section 20, or of any byelaw made thereunder, shall be liable on summary conviction to a fine not exceeding level 1 of the Standard Scale (£200).