

**EMPLOYMENT LAW UPDATE FOR CHARITIES SEMINAR
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CHILD AND YOUNG WORKERS

Presented by Joanna Green, Solicitor

Employment can be a rewarding and positive experience for children and young people. It is a good opportunity to learn about the world of work and to develop new skills.

However, because of their immaturity and inexperience, children in the workplace require special attention and careful management and their employment should therefore only take place within the permitted framework of child employment law. The legislation is designed to ensure children's personal health and safety and to prevent any negative impact on their wellbeing and education.

Depending on the ages of the children employed, various legal restrictions apply, limiting the type of work they can lawfully do and the hours they can work. Despite the large number of children in the national workforce, because UK law on the employment of children and young workers is quite complicated and not well publicised, many employers get it wrong and, as a result, children often work illegally.

This is compounded by the fact that much of the information available on the internet is either inaccurate or wrong. Employers should therefore take care before embarking on an employment relationship involving a child and should consider seeking professional advice.

The main provisions governing children's employment are contained in section 18 of the Children and Young Persons Act 1933. This remains the principal piece of employment legislation concerning the employment of children and young people. It has been amended on numerous occasions (turn to the end of this guidance for details), most notably to implement a 1994 European Union directive designed to protect the health of young workers throughout the EU and to ensure that work during the school years does not put their education at risk. All member states were required to amend their national child employment legislation to ensure that it included appropriate minimum age limits for employment, rest break provisions and maximum limits on working hours, including a prohibition on night work.

Although new child employment legislation has long been expected, in December last year the Government announced that it considered the existing legislation to be: "*more than adequate and not in need of review*". In place of the anticipated new child employment bill, the Government has therefore proposed publishing new guidance, which is now expected later this year. This will be essential reading for any organisation with employees under the age of 18 and we will look to provide an update through our Update Bulletins and at next years' seminar.

The definition of "child" and "young worker"

The Education Act 1996 states that, "for the purposes of any enactment relating to the prohibition or regulation of the employment of children or young persons", a "**child**" is "any person who is not over compulsory school age".

Compulsory school age begins at age 5 and continues until a person reaches "school leaving age". This is at the end of the last Friday of June during the year that the child turns 16 whether or not they are sitting any exams, and provided that the child's birthday is before the beginning of the next school year. If the child's 16th birthday is *after* the start of the new school year, he or she will still be of "compulsory school age" until the end of the last Friday in June of the following year¹.

The term "**young worker**" is defined in the Working Time Regulations 1998 as someone aged between 15 and 18 and who is over compulsory school age. Effectively therefore, a person may be as old as 16 years and 10 months when they first qualify as a young worker or as young as 15 years and 9 months.

When is a child "employed"?

The definition of employment in section 30 of the *Children and Young Persons Act 1933* is:

"assistance in any trade or occupation which is carried on for profit, whether or not payment is received". This has a broad application and it is important to note that the word "employment" used in the context of the employment of children or young workers has a different meaning from the word "employee" in other legislation. Children and young workers who by this definition are in "employment" do not have all the rights and benefits of adult employees.

For the purposes of Health and Safety legislation, children on authorised work experience are deemed to be "employed" by the organisation with which they are placed². Again, this does not mean that they have the full protection of employment law. Where a child is placed for work experience and is unpaid, there is no realistic likelihood of the relationship being regarded as 'employment' under the Employment Rights Act.

The Working Time Regulations 1998 class work experience students not as employees but as 'workers', and prohibit them from working more than 40 hours a week.

¹ Education Act 1996, s.8

² the Health and Safety (Training for Employment) Regulations 1990

Do children and young people have capacity to enter into employment contracts?

The general rule at common law is that a child or young person under the age of 18 does not have the capacity to enter into a binding legal contract under English law. There are certain exceptions to this and a beneficial contract of service is one of them.

It is for a minor's benefit that he or she should be able to obtain employment and this would be difficult if a binding contract could not be entered into. The law therefore allows a minor to enter into an employment contract, provided that the contract, taken as a whole, is manifestly for the child's benefit. Even then, because a child is unlikely to have the mental capacity or experience to exercise any judgment on contract terms, the law will provide protection against the child being exploited.

What types of work may children lawfully do?

Before the age of 13

Before they reach the age of 13, the only work children may lawfully do in England or Wales is as a sports professional or in film, cultural or advertising work.

Unless they first obtain a "child entertainment licence" from their Local Authority³, a child of any age from birth up to school leaving age may not take part in any:

1. sports competition or event or modelling job in return for pay (which in this context does not include expenses and such pay may either be made to the child or to another person); or
2. performance:
 - 2.1 for which a charge (either for admission or otherwise) will be made;
 - 2.2 that will take place in licensed premises;
 - 2.3 that is to be broadcast to the public; or
 - 2.4 that is to be recorded (by whatever means) for use in a broadcast or a film intended for public exhibition

and may not take the place of a performer in a rehearsal for or preparation for the recording of any such performance.

³ under section 37 of the Children and Young Persons Act 1963

WRIGLEYS

— SOLICITORS —

When children are under the age of 13, the following additional restrictions apply in the case of performance work:

1. the licence must be for acting or ballet dancing, in which case the licence application must have been accompanied by a declaration that only a child of about that age is suitable for the role; or
2. the nature of the child's part in the performance must be wholly or mainly musical and either the nature of the performance must also be wholly or mainly musical or the performance must consist only of opera and ballet.

As long as no money changes hands, licences are not required for children who do not perform on more than four days in any six month period; or for those taking part in school performances, or other performances exempted by the Secretary of State, such as Scout Association Gang Shows.

Obtaining a Licence

The procedure for applying for a licence varies from authority to authority. Most provide an application form. When considering a licence application the local authority must be satisfied that:

- the child's education will not be affected;
- their health will not suffer;
- the venue where the performance or rehearsal takes place is suitable; and
- all of the conditions of the licence will be met

Permission from the child's Headteacher must be obtained for performances during school time. Any children applying for a licence must have 95% attendance at school.

If the Local Authority, having considered an application, is satisfied that the requirements are met and that proper steps will be taken to look after the child, it must grant the licence. The licence will specify the times, if any, during which the child may lawfully be absent from school for the purposes authorised by the licence.

What about household chores?

What counts as work is sometimes a grey area, with debate around roles such as baby sitting and chores at home. The general view is that these are 'private arrangements' which do not amount to work. Still the technical possibility that your child could report

WRIGLEYS

— SOLICITORS —

you for any attempt to get them to do chores in return for pocket money does remain unresolved.

Age 13

At the age of 13, children are not permitted to undertake any work unless:

1. it is licenced performance, modelling or sports work under the rules above; or
2. it is "light work" of a type specifically permitted by a local bylaw and a "child employment work permit" has been obtained.

"Light work" is defined in the legislation by reference to the EC Directive as:

"work which does not jeopardise a child's safety, health, development, attendance at school or participation in work experience⁴".

Some examples are:

- Newspaper delivery
- Shop work
- Hairdressing
- Office work
- Car washing by hand in a private residential setting
- Work in a café or restaurant (not in the kitchen)
- Work in riding stables
- Domestic work in hotels and other establishments offering accommodation

In some areas, local bylaws also permit employment by the child's own parent or guardian in light agriculture or horticulture.

Local bylaws may also prescribe (subject to the restrictions imposed by the main legislation) the number of hours 13 year olds may work, what provision must be made for their breaks, the holidays to be allowed to them and any other conditions of their employment. They differ from authority to authority and organisations should not assume that because their practices are lawful in one area of the country, they will be lawful in another.

⁴ Regulation 2(3)(b) of The Children (Protection at Work) Regulations 1998, SI 1998/276

WRIGLEYS

— SOLICITORS —

For 13 year olds (and 14 year olds) the following types of work are prohibited by statute, except in the special circumstances described:

- **Street trading** although local authorities can make bylaws to allow 14 year olds to work for their parents in street trading;
- **Industrial undertakings** unless they are working with members of their family. Industrial undertakings include mines, quarries, and other mineral extraction works, manufacturing or construction work and transport of passengers or goods by road, rail or inland waterway;
- **Performing abroad** unless a licence has been granted by a justice of peace;
- **Scrap metal** - a child under the age of 16 cannot be employed to sell scrap metal;
- **Betting shops** - a child under the age of 18 cannot work in a betting shop;
- **Bar work** - a child under the age of 18 cannot serve behind a bar;
- **Petrol stations** - the Home Office has recommended that no one under the age of 16 should be permitted to serve petrol, however, this is a recommendation and therefore not legally enforceable;
- **Charitable collections** - children under the age of 16 may not take part in collecting money house to house for charitable purposes.

Local bylaws usually add to the "prohibited" list work involving dangerous or complex machinery or work where there is a potential moral risk to the child. Restrictions vary from authority to authority, but as a rough guide, most ban the following:-

- Delivering milk
- Working in a commercial kitchen
- Selling or delivery of alcohol, except in sealed containers
- Collecting money or canvassing door to door
- The preparation of meat for sale
- Working in the bar of licensed premises
- Working in a factory
- Operating machinery
- Driving or riding on a vehicle, including agricultural implements; and

- Personal care of residents in a care/nursing home.

From 14 up to School Leaving Age

There is little change between the ages of 14 up to school leaving age. Children need a permit to work and may do any type of light work that is not prohibited either by statute or by local bylaws. From the age of 14, "light work" can include light industrial work, provided that the employer keeps a register of all its employees under the age of 16 and their dates of birth.

What type of work can a young worker lawfully do?

Once he or she reaches school leaving age, a young person becomes a "young worker" and may work full-time in all types of work except that, until the age of 18, young people may not work in a bar (and may not run a bar until the age of 21), in a betting shop or in the sex trade. Specific roles may have their own restrictions or limitations, for example in relation to driving.

What hours can children and young persons work?

The hours children may work (and other conditions of their employment) in the performance industry are to be found in the Children (Performances) Regulations 1968 and The Children (Performances) (Amendment) (No.2) Regulations 2000.

Organisations that wish to engage children in this type of work should take professional advice. Entertainment law is complicated and further detail on this particular areas is outside of the scope of this guidance note

At age 13

Local authorities prescribe the hours that 13 year olds can work by passing bylaws. The hours can be the same as for 14 year olds, but may not be more.

From age 14

14 year olds may not work:

- for more than 2 hours on a Sunday or on a school day;
- during school hours, before 7.00am or after 7.00pm on a school day;
- for more than 12 hours in any school week;

- for more than five hours on a Saturday or any other day (other than a Sunday) during school holidays;
- for more than 25 hours in any week during the school holidays;
- for more than four hours in any day without a rest break of one hour;

Age 15 to school leaving age

The same rules apply to children between their 15th birthday and the date they reach school leaving age as to 14 year olds, with the exception that such children can work up to 35 hours in any week during the school holidays.

School leaving age to age 18

From the date they reach school leaving age until their 18th birthday, young people may work a maximum of 8 hours a day and 40 hours a week. Unlike adult workers, young workers cannot opt out of these limits and cannot average their working hours over a longer period.

Young people in this age bracket may not ordinarily work at night between the hours of 10pm and 6am (or in some situations between the hours of 11pm and 7am, where the child worker is contracted to work after 10pm and an exception is provided by regulation⁵).

Young workers may work longer hours where:

- it is necessary to maintain continuity of service or production, or to respond to a surge in demand for a service or product;
- an adult is not available to perform the duties (this exception would apply in an unusual situation such as a crew shortage at sea);
- the training needs of the young worker concerned will not be adversely affected;
- they are adequately supervised during night work hours, where that is necessary for their protection; and
- they are allowed equivalent periods of compensatory rest.

Where young workers are seafarers, are employed in sea fishing or are members of the armed forces, different regulations apply:

⁵ Such as in the Protection of Young Persons Act, 1996 (Employment in Licensed Premises) Regulations 2001, which permits young people employed on general duties in a licensed premises to be required to work up to 11pm on a day that does not immediately precede a school day during a school term where the young person is attending school.

- Working time legislation for sea fishermen can be found in the Fishing Vessels (Working Time: Sea-fishermen) Regulations 2004. Further detail on this particular areas is outside of the scope of this guidance note and information can be obtained from the Maritime and Coastguard Agency (MCA);
- The Seafarers' Directive covers seafarers on sea-going ships and has been implemented in the United Kingdom through the Merchant Shipping (Hours of Work) Regulations 2002. Again, more information is available from the Maritime and Coastguard Agency;
- The working time regulations are disapplied in the case of members of the armed forces⁶ where their duties 'inevitably conflict with the regulations'.

What are your responsibilities to children and young people when they are working?

Insurance

Organisations that want to employ children and young people should check whether their insurance cover specifies a lower age limit. Although age limits are sometimes attached to insurance cover, these can usually be extended to cover younger workers.

As a general rule, provided that the insurer is aware of a child's employment, the child will usually be covered.

Health and safety arrangements

Young workers and children in employment are afforded all the protection of general health and safety law, including the right to information; adequate supervision; a safe and healthy workplace and the right to refuse to perform any work that poses an imminent risk to their health and safety. They are also afforded special rights by the Management of Health and Safety at Work Regulations 1999.

These place a general statutory duty on every employer to "ensure that young persons employed by him are protected at work from any risks to their health or safety which are a consequence of their lack of experience, or absence of awareness of existing or potential risks or the fact that young persons have not yet fully matured"⁷

Employers must see a copy of the young person or child's birth certificate or other evidence of his or her age before employing that person. If the young person is of compulsory school age, the employer must get the written permission of their parent or guardian. It is the employer's responsibility to ensure that the child is entitled to work,

⁶ S25 of the Working Time Regulations 1998 (SI 1998/1833)

⁷ the Management of Health and Safety at Work Regulations 1999, SI 1999/3242 which revoked the previous Health and Safety (Young Persons) Regulations 1997, SI 1997/135

WRIGLEYS

— SOLICITORS —

i.e. above the age of 13 (or if under 13 has the requisite licence) and has any required permit (age 13 and up to 16yrs 10 months) and working in a permitted industry. Parents or guardians should also be provided with comprehensible and relevant information on any risks to the child, and any preventative and protective measures in place.

There is clearly some difficulty for employers as asking some potential employees for proof of age and not asking others may be viewed as age discrimination. There are similar issues in determining whether an individual has the right to work in the UK under immigration rules. The key for employers is to be consistent and to ask all potential employees to demonstrate their right to work and to make any offer of employment conditional on the employee being entitled to work.

"Young person" in the context of Health and Safety legislation is defined as "anyone who has not attained the age of eighteen⁸" but the requirements are more relaxed if the young person is over compulsory school age and is supervised by a competent person⁹.

To comply with this requirement, before recruiting a child or young worker, an employer must conduct a health and safety risk assessment to identify and assess any risks to their health and the suitability of the proposed work, having regard to the child's immaturity and lack of experience. The outcome of the assessment should be disclosed to the child's parent or guardian.

Work will not be suitable for a child or young person if:

- it is beyond their physical or psychological capacity;
- it involves harmful exposure to agents which are toxic or carcinogenic, cause heritable genetic damage or harm to the unborn child or which in any other way chronically affect human health;
- it involves harmful exposure to radiation;
- it involves the risk of accidents which it may reasonably be assumed cannot be recognised or avoided by young persons owing to their insufficient attention to safety or lack of experience or training; or
- there is a risk to their health from extreme cold or heat, noise or vibration.

The only exemptions to this rule are for young people over compulsory school age:

- where it is necessary for their training
- where the young person will be supervised by a competent person; and

⁸ reg 1

⁹ reg 19(3)

where any risk will be reduced to the lowest level that is reasonably practicable.

Engaging Young Volunteers

Employment legislation does not apply to volunteering, as volunteers do not have the legal status of employees. There is therefore no minimum legal age that people can give their time as volunteers and very few restrictions on what they can do. However, organisations should remember that they are under the common law duty of care and should bear this in mind when working with and appointing children and young people under 16 to voluntary positions.

Even when a child working for you is a volunteer it is a very good idea to obtain their parent or guardian's consent if they are under the age of 16. Organisations targeting or likely to attract young volunteers should make sure they have adequate child protection policies in place setting out:

- adequate safeguards around working practices;
- complaints procedures; and
- recruitment procedures

for staff who will work with young volunteers.

Organisations should be aware that staff, including other young people, who are 'caring for, training, supervising or in sole charge of children' as part of their normal duties will be in 'regulated positions' under the Criminal Justice and Court Services Act 2000, even where the children in question are working alongside them as part of the team and should be CRB checked. CRB checks are available for anyone over the age of 10.

What about Work Experience?

Children do not need a work permit for work experience arranged by their school and the legislation relating to employment does not apply to:

- a child who is in their last two years of compulsory school
- and who is taking part in work as part of a work experience or educational programme; and
- that programme has been arranged or approved by their local education authority (or by the school governing body on behalf of the local education authority); and

- that programme is intended to provide that child with work experience as a part of their education¹⁰.

While on approved work experience, children temporarily assume the status of young workers in employment law, albeit still subject to the age-specific and other prohibitions on the type of work they can do found in the Education Act 1996.

To recap, this means that children may not undertake work experience placements where the work concerned is subject to a statutory restriction based on age limits expressed as a number of years. In addition, because they are being treated as young workers, work experience students must not undertake any work that would normally be off-limits to young people between the ages of 16 and 18.

However, children on approved programmes of work experience *can* work in industrial occupations that would normally be prohibited due to their age under the Employment of Women, Young Persons and Children Act 1920.

The fact that they are treated in law as though they are young workers means that work experience students may work up to 40 hours a week and up to 8 hours a day.

Responsibilities for Overseeing Work Experience

The Local Education Authority is the body with primary responsibility for overseeing work experience and ensuring that adequate policies and procedures are in place.

It may delegate these functions to others, such as to school officers or the owners and managers of host organisations but cannot delegate responsibility for Health and Safety.

Health and Safety on Work Experience placements

The Local Education Authority must ensure that:

1. there are support systems, guidance, policies and procedures to ensure safe and healthy systems;
2. competent persons arrange or approve placements;
3. clear insurance advice is communicated to schools, parents and employers;
4. arrangements are made for Local Education Authority monitoring and review;

¹⁰ S 560 of The Education Act 1996 as amended by s112 of the School Standards and Framework Act 1998

5. advice is taken to facilitate compliance with the terms of contracts involving government support funding.

Insurance for Work Experience students

Schools must check that employers offering work experience placements have suitable insurance arrangements in place.

The ABI, the British Insurance and Investment Brokers Association and Lloyd's of London have agreed as a matter of convention that students engaged on work experience programmes that meet the requirements of the Education Act 1996 should be treated as employees for the purposes of insurance against personal injury, provided that the insurer received prior notification. Most policies will therefore cover work experience students, as long as the insurer is notified before the start of the placement.

There is currently no obligation on schools or Local Education Authorities to either provide or arrange Personal Accident Insurance, but schools do have the option of taking out separate insurance to give higher levels of cover for their students.

It is worth mentioning that because work experience students do not have a contract of employment and do not make National Insurance contributions, or qualify for exemptions, they are not entitled to receive compensation under Industrial Injury Compensation schemes.

How to find out about a Local Authority's bylaws

Information about the bylaws that apply in your area is available from the education department of your local council or Education Welfare Service.

Organisations should bear in mind the fact that in 2004 a TUC investigation found that many local authority bylaws conflicted with national legislation, for example by stating that children as young as 10 could work, even though national legislation clearly states that no child under 13 can be legally employed.

Although many local councils have sought to update their bylaws, organisations should treat information provided by local authorities and contained in bylaws with caution. Having relied on information provided by the local authorities is not a defence. If an organisation is in any doubt about whether it is lawful to employ a child in a particular role, it should take independent advice from a solicitor or HR professional.

Child Employment Work Permits

Under the Childrens and Young Persons Act 1933, no child (below school leaving age) can legally work unless their proposed employer has obtained a child employment work permit (alternately referred to as a "work permit", an "employment permit" and a "licence").

To obtain a permit, the employer must send written notification to the Education Welfare Service of the local council within a week of the child's employment commencing. It must confirm that a Risk Assessment has been carried out in the proposed place of work and must be accompanied by a declaration signed by the child's parent or guardian stating that the child is fit and well to work.

Local authorities usually provide an application form for this purpose. However the procedure varies from authority to authority. Organisations should check whether their local council has an application form.

If there are no problems with the proposed employment the child will be issued with a permit. An Employment Card will be sent to the employer and the child's school will be notified that the child will be working outside school hours. Part time work must not affect schoolwork and, if the child's attendance and punctuality is affected, the permit can be revoked.

Permits are personal to the particular child and the particular job that the child is doing. If a child has more than one job (whether it is with the same employer (for example where the employee changes job role), another employer or at a different place of employment) each job needs to be registered separately with the Local Authority.

When they are working, children may be asked at any time to produce their permit to either a police officer or a representative of the Local Authority. Any organisation found to be employing a child of compulsory school age without a permit will be in contravention of the child employment regulations and the local authority may take action against it.

In addition, the Association of British Insurers have stated that unless a child has a permit, the child might not be included under an employer's liability insurance policy.

Which employment rights apply to children?

1. Right to receive a Section 1 Statement (Employment Rights Act 1996)

All workers, including child workers, should get a 'written statement of employment particulars' setting out the main terms of their employment within two months of starting work¹¹.

2. Statutory Sick Pay

The Statutory Sick Pay Regulations specify that only persons over the age of 16 years are entitled to sick pay. This means that there is no entitlement to Statutory Sick Pay for any child under school leaving age. If a child is working under a contract and the contract provides that they will receive sick pay; this will apply irrespective of their age.

3. Holiday Pay

Children are not entitled to holiday pay even if they work regularly for an employer.

4. National Minimum Wage

From school leaving age to the age of 17, young workers are entitled to National Minimum Wage at a current rate of £3.40 an hour. 18 to 21 year olds are entitled to a current rate of £4.60 an hour. Adults must receive at least £5.35 an hour. The National Minimum Wage Act does not apply to workers under 16.

Regulation 31 of the Employment Equality (Age) Regulations 2006 (SI 2006/1031) makes it clear that as long as an employer pays all his workers the appropriate minimum wage he will not be in breach of the age discrimination rules, even though he is paying young workers less than adult workers.

Employers should note that this does not mean an employer may pay a 16 year old less than a 17 year old on age grounds; if employees are in the same age bracket they must be paid the same.

Equally it is unlawful for an employer, on age grounds, to pay different rates to workers in different age bands where he pays some workers more than the Minimum Wage rate. So for example, an employer cannot pay a 23 year old £10 per hour and a 16 year old £8 per hour, since both workers earn more than the adult National Minimum Wage rate.

5. Trade Union Membership

Many trade unions will accept a child of any age once they commence employment.

¹¹ s1 Employment Rights Act 1996 (as amended by the Employment Act 2002)

Penalties for breaching child and young worker employment legislation

It is a criminal offence for an employer or any person (except for the child) to employ or knowingly allow a child to be employed in contravention of any enactment or local authority bylaw. The penalty on summary conviction is a fine not exceeding Level 3 on the Standard Scale (currently £1000) for each offence.

While it is unusual for employers to be investigated in relation to their employment of children, and even more unusual for breaches to be punished, something as simple as an investigation into the circumstances of a minor accident involving a child worker could lead to a prosecution if the child was found to have been doing work that is prohibited by law, or working outside of the permitted hours.

The Legislation

Since the Children and Young Persons Act 1933 came into force there have been 24 subsequent pieces of domestic legislation and in total there are about 200 other pieces of relevant legislation concerned with the employment of children, including European instruments, codes of practice and local authority bylaws. Some of the most important are the following:

1. **The Children and Young Persons Act 1963**

This Act allowed the Secretary of State to make Regulations to prescribe conditions to be met with respect to children taking part in performances.

2. **The Children Act 1972**

This Act aimed to secure that the minimum age at which children may be employed would not be affected by any further change to school-leaving age. It was repealed in 1998 by statutory instrument 1998/276.

3. **The Employment of Children Act 1973**

This Act has never been signed by any Secretary of State and has therefore never come into force.

4. **Council Directive 94/33/EC**

The main effects of the Directive were:

- 4.1 to prohibit children under 15 or who are still subject to compulsory full-time schooling under the national law of their state from working (except in performance or “light work”);
- 4.2 to introduce special safeguards in relation to the employment of young persons under 18.

5. **The Children (Protection at Work) Regulations 1998 (SI 1998/276)**

These regulations amended the 1933 Act in a number of ways, including:

- 5.1 raising the minimum age at which a child may be employed in any work (except as an employee of his or her parent or guardian in light agricultural or horticultural work on an occasional basis) from 13 to 14;
- 5.2 replacing the prohibition against work likely to injure a child with a prohibition against children doing anything other than “light work”;

WRIGLEYS

— SOLICITORS —

- 5.3 permitting the employment of children over the age of 13 in categories of light work that are specified from time to time in local authority bylaws;
 - 5.4 bringing the hours a child over the age of 14 may work and the rest periods which are required into line with the EU Directive, in particular, providing that children must have at least one two week period during the school holidays free from any employment; and
 - 5.5 amending the licensing requirements for children taking part in performances.
6. **The Children (Protection at Work) Regulations 2000 (SI 2000/1333)**
- These regulations raised the minimum age at which children may be authorised by local authority byelaws to be employed in light agricultural or horticultural work to 13.
7. **The Children (Protection at Work) (No. 2) Regulations 2000 (SI 2000/2548)**
- These regulations implemented Council Directive 94/33/EC on the protection of young people at work.

Joanna Green
Solicitor
Wrigleys Solicitors LLP
9 Cookridge Street, Leeds LS2 3AG
Tel: 0113 244 6100
Fax: 0113 244 6101
Email: joanna.green@wrigleys.co.uk

www.wrigleys.co.uk

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