

STUDENT EMPLOYMENT RIGHTS

General Employment Rules and Rights

There are special laws to protect the employment rights of those who are under the age of 16. These concern your health and safety, what jobs you can do, when you can work, and how many hours you can work. These laws are very strict and an employer can be prosecuted for breaking them.

Health and Safety at work

Your employer must do an assessment of possible risks to your health and safety before they employ you. They must also tell one of your parents/guardians the results of the assessment. This must include any risks identified, and any measures put in place to protect your health and safety at work.

You do not have to be given a health and safety assessment if you are doing short term or occasional work in a family business or in a private household, and this is not considered to be harmful to you.

Part-time work

The youngest age a person can work part-time is 13, except if you are involved in areas such as:

- television
- theatre
- modelling

Young people working in these areas will need a performance licence.

Restrictions on certain types of work:

- without an employment permit issued by the education department of the local council, if this is required by local bylaws
- in places like a factory or industrial site
- during school hours
- before 7am or after 7pm
- for more than one hour before school (unless local bylaws allow it)

- for more than 4 hours without taking a break of at least 1 hour
- in most jobs in pubs and betting shops and those prohibited in local bylaws
- in any work that may be harmful to their health, well-being or education
- without having a 2-week break from any work during the school holidays in each calendar year

Term time rules

During term time, young people can only work a maximum of 12 hours a week. This includes:

- a maximum of 2 hours on school days and Sundays

School holiday rules

During school holidays, 13 to 14-year-olds are only allowed to work a maximum of 25 hours a week. Hours comprised:

- a maximum of 5 hours per day and a maximum of 2 hours on Sunday.

During school holidays, 15 to 16-year-olds can only work a maximum of 35 hours a week. This includes:

- a maximum of 8 hours per day and a maximum of 2 hours on Sunday.

Jewish Ethos at JFS would prevent work on Jewish Festivals and Shabbat.

Salary

School-aged young people aren't entitled to the National Minimum Wage and don't pay National Insurance.