

CHILD EMPLOYMENT - FREQUENTLY ASKED QUESTIONS (FAQs)

We are being asked questions from both parents and employers about what is happening currently with child employment on the Isle of Wight so we hope the following FAQ's below may help with some of the queries.

Q1. Are child employment permits still suspended?

A: Yes in some business sectors. The Local Authority has written to all known employers and parents to advise of the current situation.

Q2. Can my child/my employee work different/more hours?

A: No. Your child/employee may only work for the hours granted on the original child employment permit. All children must be available to complete school work during school hours (whether currently attending school or not)

Q3. Can my child/my employee carry out any additional duties?

A: No. Your child/employee may only carry out the work tasks as specified on the original child employment permit.

Q4. My child/my employee is in Year 11, can they work full-time now?

A: Yes. Year 11 students who have a part time job or intend to work up to and including Friday 26 June 2020 can do so under school holidays hours. Meaning they can work up to 8 hours a day as long as this does not exceed 35 hours a week. This must still be within the hours of 7am to 7pm and only 2 hours on a Sunday. After 26 June 2020, Year 11 students are no longer statutory school age and may continue full-time work without the need for a child employment permit.

Q5. Can my child/my employee work as a volunteer instead?

A: No. In the majority of cases volunteering is an activity that requires an employment permit. This is governed by legislation and by-laws which state that a child employment permit must be obtained where children are working or volunteering within any business that is carried on for profit. This may include volunteering for charities.

Q6. Can I apply for new child employment permits now?

A: Yes. The Local Authority will still process new applications for child employment permits in accordance with government advice on Covid-19 restrictions.

Q7. I know of children who are working in other businesses but who don't have employment permits.

A: Employment of children without an employment permit is illegal. Please feel free to contact us, in confidence, at ewsreferrals@iow.gov.uk or telephone 01982 823151 if you would like to discuss any matters relating to the possibility of illegal child employment

Q8. What are the consequences of employing children without a child employment permit or in breach of the conditions of the child employment permit?

A: We will always try to work with employers to resolve these matters. However, there may be occasions when it is necessary for us to take enforcement action to ensure that the health, safety and wellbeing of children is maintained. Ultimately the matter may be referred to the Magistrates' Court. The maximum penalty is £1,000 per offence or 1-month imprisonment.