

Children and young people who do informal work



Does your child help anyone out informally, for payment? Do they run errands, help look after other children, mind pets or help out with domestic or other tasks for payment?

If so, the following guidance may help you to make sure the work is safe for them to do and that it complies with the law.

Guidance for Parents and Carers

For many young people getting a casual job is an exciting step towards becoming a responsible member of society who is contributing, gaining independence and learning new skills as well as earning some pocket money.

Casual work can offer young people a range of experiences and benefits and help them to develop in many ways.

If your child/young person is considering taking up work, it's important that you as a parent or carer ensure that the experience is a positive one.

This guidance is to help you think about a number of factors so that the working arrangements in place are right for children and young people.

Regulated work

Some types of work are already 'regulated' under the Children and Young Persons Act and local bylaws, which means that the young person has to be registered with the relevant Council to do the work and there are restrictions on the working hours and types of tasks the young person can perform ~ even if the work is within a family or friend's business.

For more information about this, visit: <https://www.sheffield.gov.uk/education/information-for-parentscarers/care-support/child-employment.html>.

For a young person to be involved in regulated work, they must be 13 years of age or over and a work permit has to be obtained from the Child Permits & Licences Team, contact details below.

However, a work permit is not necessary if a young person is on a work placement arranged through their school.

It is also important to be aware that some tasks or places are prohibited for young people to work in.

These regulations are in place to safeguard your child or young person and make sure their working arrangements are suitable, so if you are not sure if the type of work your child or young person is doing requires a work permit, contact the Child Permits & Licences Team at:

Childpermits&licences@sheffield.gov.uk or ring **0114 2037442** to ask for advice.

Unregulated work

However, not all types of work are regulated and this can mean that they are not risk-assessed.

Young people may be offered informal or 'casual' paid work, such as doing errands, babysitting or light domestic tasks for non-profit or non-commercial employers such as family friends, neighbours or relatives.

If your child/young person is involved in this type of work, it is important that you consider the following:

- What is the level of responsibility being placed on your child/young person?
- Are suitable arrangements in place to support and supervise your child/young person?
- Does your child/young person have any regular private contact with adults or other children, as part of this work?
- How well do you really know the person/people employing your child; do you have any references/proof of identity?



- Are the tasks appropriate to your child/young person's age and ability? For example, if a young person is asked to babysit, the risks need to be properly assessed. For more advice about leaving children home alone and young people babysitting, visit the NSPCC website at <https://www.nspcc.org.uk/preventing-abuse/keeping-children-safe/leaving-child-home-alone/>
- Could the working hours impact on your child/young person's education, safety or wellbeing; does your child/young person have regular breaks, meals, enough time to do homework and to socialise/play?
- Could the work impact on your child/young person's physical, emotional or psychological wellbeing?
- Is your child/young person being paid a fair wage (there is no minimum wage for children)?
- Are arrangements in place for your child/young person to arrive at the work place and return home safely?
- Are arrangements in place with the person/people employing your child, in case of an emergency?
- What is the work environment? Is it someone's home or a business premises? Does the work environment meet licensing and health and safety regulations? For further information contact Sheffield City Council (follow the links to Health and Safety) at <https://www.sheffield.gov.uk/environment/environmental-health/health-and-safety/what-we-do.html> or the Health and Safety Executive website at <http://www.hse.gov.uk/guidance/>

Please note that it is not appropriate for children and young people to be employed to provide personal care (for example, administering medication, assisting with intimate/personal hygiene).

Children and young people who provide substantial care for a family member (or members) are sometimes called 'young carers'.

Young carers and their family can get support by contacting Sheffield Young Carers on 0114 258 4595 or visiting the website at www.sheffieldyoungcarers.org.uk.

Agencies such as social care can also assist by providing this type of help using trained employees.

We hope that the above checklist will help you to make sure that the necessary working arrangements are in place, so that your child/young person's experience of work is positive and safe.

If you have any questions about safeguarding your child or young person and informal working arrangements, please contact:

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