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One Minute Guide: Child Employment and Performance Licensing

It is the role of the Child Employment and Licensing Officer, based in Ray Lodge Children's Resource Centre, to work within the legislative framework of the Children and Young Persons Act 1933 and 1963 to help promote awareness among pupils, parents, employers, schools and various client groups to develop an understanding of the relevant legislation and issues concerning children in employment and entertainment.

What is Child Employment?

Working can be a positive experience for young people but there are rules and regulations which have to be met before and during the time a young person undertakes employment. The rules are there to prevent the child coming to any harm or being exploited in any way. Their purpose is also to make sure the child's education does not suffer and it is recognised that their education remains paramount beyond part time employment.

Who can work?

Young people of compulsory school age are allowed by law to be employed part time from the age of 13 to 16, with the exception of children involved in television, theatre, modelling or similar activities.

If a young person has a national insurance number, this does not mean that they can leave school and work full time. They will still have to wait until they are past compulsory school age. If you live in the UK, you will automatically receive your National Insurance number just before your 16th birthday.

There are different rules and regulations for young people in general employment and those working in the entertainment and modelling industry.

Who can apply for an employment permit?

To undertake part time employment, it is the employer's responsibility to obtain a work permit from the local authority in which the child will be working.

Please note that there are separate rules, regulations and laws that apply to work experience placements and this falls outside the category of child employment. Information and guidance specifically on Work Experience Placements and Internships within the Council can be found via [Inside Redbridge](#).

What is Child Licensing?

From birth, children of all ages are able to work in entertainment. If a child is offered work in the entertainment industry, modelling, theatre, television or radio, s/he will need to obtain a performance licence. Performance licences are issued by our Child Employment and Licensing Officer and are issued by the borough in which the child resides. A performance licence can be issued to children from birth, up to statutory school leaving age.

How long is a performance licence valid for?

A child licence is only valid for each individual job that the child has been successful in being selected for. For example, if they are taking part in a West End show that lasts for 6 months, the licence is valid for that period. If however, they are taking part in a television production that is for 2 days, the licence is valid for 2 days only. LB Redbridge do not provide open licences for children to undertake any amount of work they have been booked for within a 6 month period, this is not common practice amongst local authorities.

Are Licences always required?

There are certain circumstances in which a child licence will not be required for the child to perform. To find out when that condition applies, please contact the Redbridge Child Employment and Licensing Officer.

How do I find any information that I need?

Visit the relevant links for further information: [Children working entertainment](#) and [Young people and employment](#) on Redbridge I