

GLASGOW CITY COUNCIL

BYELAWS

ON

THE EMPLOYMENT OF CHILDREN 2015

GLASGOW CITY COUNCIL BYELAWS

Glasgow City Council in exercise of the powers conferred on it by sections 28(2) and 30(2) of the Children and Young Persons (Scotland) Act 1937¹, hereby makes the following Byelaws:

Citation

These Byelaws may be cited as the Glasgow City Council Byelaws on the Employment of Children 2015 and shall come into force on 14 May 2015.

Interpretation and Extent

2. In these Byelaws, unless the context otherwise requires:

“the authority” means Glasgow City Council;

“child” means a person who is not for the purposes of the Education (Scotland) Act 1980² over school age;

“employment” includes assistance in any trade or occupation which is carried on for profit, whether or not payment is received for that assistance;

“light work” means all work which, on account of the inherent nature of the tasks which it involves and the particular conditions under which they are performed is not likely to be harmful to the safety, health or development of children and is not such as to be harmful to their attendance at school, their participation in vocational guidance or training programmes or a work experience scheme under section 123 of the Education (Scotland) Act 1980 or their capacity to benefit from the instruction received;

“parent”, in Byelaw 10(d) and 18(a), includes a person who has parental responsibilities in relation to a child (within the meaning of section 1(3) of the Children (Scotland) Act 1995³);

“public place” includes any public park, garden, sea beach or railway station and any ground to which the public for the time being have or are permitted to have access, whether on payment or otherwise;

“street” includes any highway and any public bridge, road, lane, footway, square, court, alley or passage, whether a thoroughfare or not;

“street trading” has the meaning given by section 39(2) of the Civic Government (Scotland) Act 1982;

“year”, except in expressions of age, means any period of twelve months beginning with 1st January;

¹ 1937 c.37

² 1980 c.44

³ 1995 c.36

Prohibited Employment

3. No child of any age may be employed –

- (a) in a cinema, theatre, discotheque, dance hall or night club, except in connection with a performance given entirely by children⁴;
- (b) to sell or deliver alcohol, except in sealed containers;
- (c) to deliver milk;
- (d) to deliver fuel oils;
- (e) in a commercial kitchen;
- (f) to collect or sort refuse;
- (g) in any work which is more than three metres above ground level or, in the case of internal work, more than three metres above floor level;
- (h) in employment involving harmful exposure to physical, biological or chemical agents;
- (i) to collect money or to sell or canvass door to door, except under the supervision of an adult;
- (j) in work involving exposure to adult material or in situations which are for this reason otherwise unsuitable for children;
- (k) in telephone sales;
- (l) in any slaughterhouse or in that part of any butcher's shop or other premises connected with the killing of livestock, butchery or the preparation of carcasses or meat for sale;
- (m) as an attendant or assistance in a fairground or amusement arcade or in any other premises used for the purpose of public amusement by means of automatic machines, games of chance or skill or similar devices;
- (n) in the personal care of residents of any residential care home or nursing home unless under the supervision of a responsible adult.

Permitted employment of children aged 14 and over

4. A child aged 14 or over may be employed only in light work.

Permitted employment of children aged 13

5. A child aged 13 may not be employed except in light work in one or more of the following specified categories:

- (a) agricultural or horticultural work;
- (b) delivery of newspapers, journals and other printed material, and collecting payment for the same, subject to the provisions of Byelaw 3(i);
- (c) shop work, including shelf stacking;
- (d) hairdressing salons;

⁴ This does not prevent children taking part in performances under the provisions of a licence granted in accordance with the Children and Young Persons Act 1963, and the associated Regulations.

- (e) office work;
- (f) car washing by hand in a private residential setting;
- (g) in a café or restaurant;
- (h) in riding stables;
- (i) domestic work in hotels and other establishments offering accommodation.

Permitted employment of children under 13

6. No child under the age of 13 may be employed.

Employment before school

7. Subject to the other provisions of these Byelaws, children may be employed for up to one hour before the commencement of school hours on any day on which they are required to attend school.

Employment during school term time

8. Subject to the other provisions of these byelaws, children may be employed for a maximum of twelve hours in any week in which the child is required to attend school.

Additional Conditions

9. No child may be employed in any work out of doors unless wearing suitable clothing and shoes.

Notification of employment and employment permits

10. Within one week of employing a child, the employer must send to the authority written notification stating:
- (a) his own name and address;
 - (b) the name, address and date of birth of the child;
 - (c) the hours and days on which the child is to be employed, the occupation in which the child is to be employed, details of the task involved and, if different from (a) above, the place of employment;
 - (d) a statement of the child's fitness to work, and of approval for the child to be employed, completed by the child's parent;
 - (e) details of the school at which the child is a registered pupil; and
 - (f) a statement to the effect that an appropriate risk assessment has been carried out by the employer.
11. Where on receipt of a notification, the education authority is satisfied that:
- (a) the proposed employment is lawful;
 - (b) the child's health, welfare or ability to take full advantage of his education would not be jeopardised; and
 - (c) the child is fit to undertake the work for which he is to be employed, it will issue the child with an employment permit.
12. Before issuing an employment permit an education authority may require a child to have a medical examination.
13. The employment permit will state:

- (a) the name, address and date of birth of the child;
 - (b) the hours and days on which the child is to be employed, the occupation in which the child is to be employed, the details of the task involved and the place of employment.
- 14. A child may be employed only in accordance with the details shown on his employment permit.
- 15. An education authority may amend a child's employment permit from time to time on the application of an employer.
- 16. The education authority may at any time revoke a child's employment permit if it has reasonable ground to believe –
 - (a) that the child is being unlawfully employed; or
 - (b) that his health, welfare or ability to take advantage of his education are suffering or likely to suffer as a result of the employment.
- 17. A child must produce his employment permit for inspection when required to do so by an authorised officer of the authority or a police officer.

Street Trading

- 18. No child under the age of 14 may engage in street trading and a child aged 14 or over may not engage in street trading unless:
 - (a) he is employed to do so by his parents, in connection with their retail business and under their direct supervision;
 - (b) he has been granted a licence to do so ("a street trader's licence") by the authority and is acting in compliance with the terms of that licence; and
 - (c) he has been granted dispensation from the licence condition requiring that all street traders are aged 18 or over.
- 19. The authority shall not grant a street trader's licence to any child if it has reason to believe that the employment of the child in street trading would be prejudicial to his health, welfare or ability to take full advantage of his education or the child's street trader licence has previously been suspended or revoked.
- 20. A street trader's licence shall:
 - (a) be valid for not more than twelve months ;
 - (b) prohibit the holder from touting or importuning to the annoyance or obstruction of any member of the public in any street or public place;
 - (c) define the days, and hours, during which, and the places at which the child may engage or be employed in street trading;
 - (d) require that the child notify the authority within fourteen days of any change of address; and
 - (e) contain such other reasonable conditions as the authority thinks fit.
- 21. The authority may suspend or revoke a street trader's licence if it has reason to believe that the holder's continued employment in street trading would be prejudicial

to his health, wellbeing or ability to take full advantage of his education, or if the holder:

- (a) is found guilty of any offence connected with street trading;
- (b) commits any breach of these byelaws or the terms of his street trader's licence;
- (c) uses the licence as a means for begging, immorality or any other improper purpose; or
- (d) fails to notify the authority within fourteen days of any change of address.

Revocation

22. The Byelaws with respect to the employment of children made by Glasgow City Council on 8th day of October 1998 and confirmed by the Secretary of State for Scotland on the 4th day of June 1999 shall be hereby revoked.

**THE COMMON SEAL of Glasgow City Council
was affixed to these Byelaws on 28 April 2015
in the presence of:**



**Roderick William Maciver
Proper Officer**

