We need to know about all children who are of school age and are employed. The work must be suitable and not affect the child’s health and education. Solihull Council will not issue a work permit if these conditions are not met.

Employment is any type of paid or voluntary work, carried out for any person, organisation or business that can be deemed to be the employer of the child.

* Children under 13 are not allowed to work.
* Children must not be employed outside of the hours of 7.00am and 7.00pm on any day.

**On any School Day:**

* A child may only be employed for up to 2 hours in any day between 7.00am and 7.00pm, but for no more than 1 hour before school begins.

**Weekdays during School Holidays:**

* 13/14 year olds can work up to 5 hours per day (max of 25hrs a week during school holidays)
* 15/16 year olds can work up to 8 hours per day (max of 35hrs a week during school holidays)
* Children must have a consecutive 2 week period free from work during their school holidays each year.
* A child shall not be employed for more than 4 hours in any day without a rest break of 1 hour.

**On a Saturday:**

* 13/14 year olds can work up to 5 hours per day (max of 12hrs a week during term time)
* 15/16 year olds can work up to 8 hours per day (max of 12hrs a week during term time)
* A child shall not be employed for more than 4 hours in any day without a rest break of 1 hour.

**On a Sunday:**

* a child can only work for up to 2 hours between the hours of 7.00am and 7.00pm.

Solihull employers are responsible for obtaining a work permit for any child, regardless of where live, and must complete the application which requires the parent/ carer consent. Applications for work permits should be submitted within 2 weeks of the child’s start date or must be submitted within 7 days from the start of their employment.

It is an employer’s responsibility to inform Solihull MBC when a child ceases their employment.

For further information and advice please contact:

Child Employment and Exclusions Team  
Email: **[childemploymentandlicensing@solihull.gov.uk](mailto:inclusion@solihull.gov.uk" \o "Email to inclusion@solihull.gov.uk" \t "_blank)**  
Tel: 0121 704 6171

If you have a concern about a child being employed please contact us at **[childemploymentandlicensing@solihull.gov.uk](mailto:inclusion@solihull.gov.uk" \o "Email to inclusion@solihull.gov.uk" \t "_blank)**  or 0121 704 6171.

* [**Child employment application**](https://www.solihull.gov.uk/sites/default/files/2023-11/Work-Permit-Application-Form-Oct-23_1.doc)
* [**Child employment leaflet**](https://www.solihull.gov.uk/sites/default/files/2023-11/Child-Employment-leaflet_0.pdf)
* [**Child employment bylaws**](https://www.solihull.gov.uk/sites/default/files/2023-11/Child-Employment-Bylaws.pdf)