



One minute guide

Children in employment and entertainment

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What is meant by children in employment?

All young people who work or assist in a trade or occupation which is carried out for profit or non-profit (e.g. charities, public sector organisations) purposes are considered to be employed - even if they receive no payment.

The [Children and Young Person's Act 1933](#) states that no child under 13 years may be employed. Children aged from thirteen to sixteen must have a work permit. The work permits are issued by the Child Employment & Entertainment Team. It is the responsibility of the employer to ensure that children of compulsory school age have a work permit, and are working within the regulations.

It is important to understand that work experience for young people is organised by schools and academies and is covered by different legislation and not seen as child employment and not under the remit of the Child Employment & Entertainment Team).

What is meant by children in entertainment?

Many children enjoy performing, whether in plays, films, advertising, modelling, television, or paid sporting events, and many parents enjoy supporting their children with these activities.

Legislation such as [Children & Young Persons Act 1963](#) and [Children \(Performance and Activities\) Regulations 2014](#) exist to protect children's welfare and prevent them from being exploited, and the guidelines apply to both professional and amateur productions. In most cases children require a performance licence in order to take part in these activities, with the licence stating the conditions which must be observed to ensure the child's safety. Regular visits are made by the Child Employment and Entertainment Team to television sets, studios, and theatres in Leeds. Visits also include locations for filming in and around Leeds and photographic studios to check on the welfare of children taking part in these activities.

It is the responsibility of the Local Authority Children and Families directorate to ensure that children are not exploited or unsafe whilst taking part in these activities, as well as ensuring they do not miss out on their education by following national and local safeguarding guidelines and legislation.

Children must by law be adequately supervised whilst taking part in these activities too. More often than not this is carried out by a Registered Chaperone. To become a Registered Chaperone, individuals need to apply, be interviewed and be approved and hold an Enhanced Disclosure and Barring (DBS) Certificate before a chaperone licence is issued, which is valid for three years.

What else do the Child Employment and Entertainment Team do?

Other areas of work undertaken by the Child Employment & Entertainment Team include the issuing of Body of Persons Exemption Licences (BOPA), which is a licence issued for a group performance where children are not receiving payment, nor missing school to perform. The team are required to complete the necessary health and safety checks before a BOPA can be issued and can carry out unannounced inspections during the period of the performance to complete an inspection to ensure the welfare and safety of the children performing.

The team also works closely with other services within the Local Authority including the Attendance Service and with schools and academies as well as they working in partnership with colleagues across the Yorkshire and Humberside region, to discuss any issues in relation to TV or theatrical productions, and current policies and procedures around child employment and entertainment.

The team also receives relevant information and guidance from the [National Network for Children in Entertainment and Employment \(NNCEE\)](#) to ensure they are up to date with current legislation and practice.

Further information

For further information, advice and guidance, or to obtain a copy of the work permit application form, practitioners can contact the Child Employment and Entertainment Team by email ASTLicensing@leeds.gov.uk or phone on tel: 0113 3785995.

For further guidance and information practitioners can also visit the national Network for Children in Employment and Entertainment [website](#). However, it should be noted that this is a national resource, and processes and procedures differ between local authorities.

Who are the key contacts?

The key contact is Alison Foster, Child Employment & Entertainment Team Leader, tel: 0113 3785995 ASTLicensing@leeds.gov.uk.