

Employment E-Brief No 49

SCHOOL HOLIDAYS AND CHILD CARE PROBLEMS

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While it is correct for employers to be flexible with employees who have child care responsibilities, employers should also think very carefully before agreeing to arrangements which might expose young people to hazards. This problem is particularly likely to arise during school holidays when children are away from school. The problem this poses for employees comes in the form of difficulties in finding affordable alternative child care.

One solution is for employers to allow children into the workplace on a short term basis, but a word of caution is necessary. Workplaces are not always an appropriate place for children and workplace insurance policies may not cover the presence of children, nor might company car insurance cover their transportation while the vehicle is being used for business.

Employers considering requests to assist during school holidays in this way should factor these considerations into their thinking as well as the normal rules on being flexible employers and avoiding indirect sex discrimination. Where a request has been put forward, legal advice can be provided by Metcalfes' employment team.

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This update is for guidance purposes only and should not be regarded as a substitute for taking specific legal advice from your usual Metcalfes' contact.