



Do Now

What are our rights and responsibilities in the workplace?



Mimi has just had a devastating email from her manager. It says that because during her pregnancy, she's had so many days off sick, the company are going to cut the amount of time she can have off for her maternity leave once her baby is born.

Discuss: Do you think Mimi's employer can do this? Why / why not?



Why is it so important to know our rights and responsibilities in the workplace?

Knowing our workplace rights and responsibilities is important because...

Mimi is entitled to the same amount of sick days as any other employee whilst she is pregnant. If her company sick pay has run out, she may be entitled to Statutory Sick Pay afterwards (which isn't as much money).

However, if she is off sick with a pregnancy-related illness in the last four weeks before her expected week of childbirth, her employer **can** start her maternity leave automatically, which wouldn't mean she had less maternity leave overall, but would mean she had less maternity leave **AFTER** the birth.



They **can**, in certain conditions...



Employment Law is intricate and complicated. You have a right to be treated fairly under employment law, but you also have a responsibility to know about it, especially when it applies to your personal circumstances.

What are our rights and responsibilities in the workplace?



Learning outcomes:

Investigate the rights and responsibilities of employers and employees.

Apply legal knowledge to real life employment scenarios, clearly justifying choices made.

Employee - the person who is hired to perform a job

Employer - the person the employee works for

Right - something you are entitled to by law

Responsibility - something you must do to be entitled to your rights





Just like Human Rights, and your rights at school, we all have rights and responsibilities in the workplace too.

You will now be given a task sheet which shows you statements which could be either employers' rights / responsibilities or employees. Some may apply to both parties.

Think carefully about it and complete your sheet. We'll review our ideas together as a class in ten minutes.

Finished? Highlight the rights and responsibilities which match up with each other.

TASK ONE:
 Read the statements below and decide whether you believe them to be employees' rights, employers' rights, employers' responsibilities, or employees' responsibilities. Be prepared to feedback as a class in ten minutes.

Employees Rights	Employees Responsibilities
	Be <u>punctual</u>
Employers Rights	Employers Responsibilities
Expect staff to arrive on <u>time</u>	

expect loyalty
 allow correct times for breaks
 provide a safe place to work
 provide protective clothing when necessary
 pay salaries on time
 follow rules and policies
 report concerns about safety
 fair treatment
 issue a contract
 attend health and safety training
 illness should be genuine

1. Expect Loyalty
2. Allow correct time for breaks
3. Provide a safe place to work
4. Provide necessary protective clothing when necessary
5. Pay salaries on time
6. Follow rules and policies
7. Report concerns about safety
8. Fair treatment
9. Issue a contract
10. Attend Health and Safety Training
11. Illness should be genuine

Employees Rights	Employees Responsibilities
	Be punctual
Employers Rights	Employers Responsibilities
Expect staff to arrive on time	

As an employee, you have the right to be treated fairly.

This is not only good for employees, but also employers.

DISCUSS: Why do you think this is?

<https://www.youtube.com/watch?v=vV3n720sj-8>

<https://www.youtube.com/watch?v=hgrAWRB9lv0>

As you watch the clips, note down around a mindmap:

- 1) How an employer should contribute to fairness in the workplace
- 2) How an employee should contribute to fairness in the workplace
- 3) The reasoning behind why companies try to keep workplaces fair
 - hint – it's not just because it's law.

Rights for employees are protected by law, many of which are about equal opportunities. You will have come across some of these before, but it is essential you are familiar with them.



Why is fair treatment important ?

As you watch the clips, note down around a mindmap:



- 1) How an employer should contribute to fairness in the workplace
- 2) How an employee should contribute to fairness in the workplace
- 3) The reasoning behind why companies try to keep workplaces fair

What are our rights and responsibilities in the workplace?



**BUT
WAIT....**

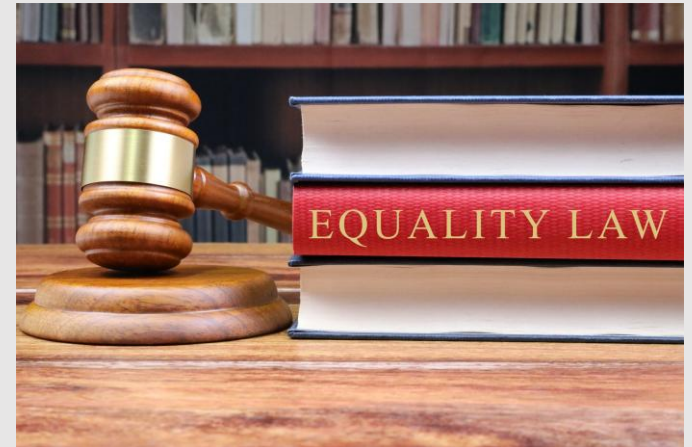
It's not that easy.

You can't just employ your mate Bob from down the road because he's on your football team – because we all know that wouldn't be fair.

And on a serious note, you can't refuse to employ a person with a disability because you are worried they might have to have time off for hospital appointments.

You always have to be fair, and this is

<https://www.youtube.com/watch?v=Yue1glAllAs>



The Equality Act of 2010 incorporates all of the legal acts which came before it and was created to ensure equality at work and many other public places.

Year 10 Knowledge Check – Living in the Wider World

On a scale of 1 to 5, how confident do you feel that you can...

1. On a scale of 1 to 5, how confident do you feel that you can explain how social media validation can affect mental health and self-esteem?
2. On a scale of 1 to 5, how confident do you feel that you can identify strategies to manage the pressures of online validation and digital comparison?
3. On a scale of 1 to 5, how confident do you feel that you can describe what hate crimes are and explain their social and personal impact?
4. On a scale of 1 to 5, how confident do you feel that you can recognise the difference between prejudice, discrimination, and a hate crime?
5. On a scale of 1 to 5, how confident do you feel that you can explain the concepts of equality and equity with real-life examples?
6. On a scale of 1 to 5, how confident do you feel that you can evaluate when equity may be fairer than equality in different contexts?
7. On a scale of 1 to 5, how confident do you feel that you can outline key rights and responsibilities of employees in the workplace?
8. On a scale of 1 to 5, how confident do you feel that you can apply employment law knowledge to real-world workplace scenarios?
9. On a scale of 1 to 5, how confident do you feel that you can describe the purpose of the Equality Act 2010 and how it protects people at work?
10. On a scale of 1 to 5, how confident do you feel that you can reflect on how personal identity and background might impact experiences in the workplace?



Spring 1 - Yr10 Living in the Wider
World Knowledge Check



Need Support? You're Not Alone



If anything in today's lesson has affected you, or you want to talk to someone, there is help available.

Mental Health & Low Mood

YoungMinds – <https://www.youngminds.org.uk>

Kooth – <https://www.kooth.com>

Mind – <https://www.mind.org.uk>

Talk to Someone

Your Tutor or Head of Year – We're here to help.

Wellbeing Team and School Nurse

Report a Concern on Satchel

Safeguarding Team with the Purple lanyards

Healthy Lifestyle

NHS Every Mind Matters – <https://www.nhs.uk/every-mind-matters>

Change4Life – <https://www.nhs.uk/change4life>

Apps That Can Help

Calm – For mindfulness and sleep.

Headspace – Meditation and stress relief.

Clear Fear – Manage anxiety (designed for young people).

MeeTwo – Anonymously talk to other teens, moderated by experts.

Eating Concerns

Beat Eating Disorders –

<https://www.beateatingdisorders.org.uk>

NHS Live Well – Eating Disorders –

<https://www.nhs.uk/mental-health/conditions/eating-disorders/>