**1.15 Fair play at work** SB pp. 36–37

**LO 1** To appreciate why employers’ and employees’ rights can come into conflict.

**LO 2** To appreciate why employers’ and employees’ rights need to be balanced.

**Objectives**

|  |  |  |  |
| --- | --- | --- | --- |
| **Class:** | **Date:** | **Last lesson:** | |
| **G & T pupils:** | **SEN pupils:** | **M:** | **F:** |

# **Connect**

Students discuss the following questions:

* *What did you find difficult to understand in the lesson about legal rights (or a previous lesson)? What did your partner find hard?*
* *Can rights in the workplace ever be successful without responsibilities in the workplace?*

# **Activate**

* **Small-group discussion:** ask students to think of two examples when an employer’s wishes might conflict with an employee’s wishes. (Examples: (1) **Employee A** wants Monday off for a religious holiday. Monday is the launch of Employer A’s sale, so they would like all staff to do overtime that day. (2) **Employee B** is pregnant and wants a year’s maternity leave. **Employer B** is worried because Employee B (who’s just been promoted) is the office’s only Spanish-speaking worker. Their new major client is Spanish).

# **Demonstrate**

**Worksheet 1.15a What should an employment**

**contract include?**

**Worksheet 1.15b: Which situation matches which**

**item in the employment contract?**

* Students read the ten key components of an employment contract on Worksheet 1.15a.
* They then match these with scenarios A–J on Worksheet 1.15b – all ten employers and employees learned the hard way that the

employment contract is vital! (Answers: A – 5, B

– 9, C – 1, D – 8, E – 2, F – 7, G – 3, H – 10, I – 4,

J – 6)

# **Consolidate**

* Ask students to think back to the Activate activity and write a paragraph to answer each of the following questions:
  + *What kind of compromises do employees and employers have to make with each other at work?*
  + *How does an employment contract help balance employers’ rights with employees’ rights?*

**Extra challenge**

Ask more able students: *Give examples of when an employee, or employer, might be reluctant to sign a contract.*

## **Recommended websites**

[www.gov.uk/employment-contracts-and-conditions/](http://www.gov.uk/employment-contracts-and-conditions/) overview

[www.acas.org.uk/index.aspx?articleid=1364](http://www.acas.org.uk/index.aspx?articleid=1364)

## **Homework**

Talk to someone who has an employment contract. Find out whether it includes all ten factors covered this lesson.

* **Extra support:** certain students only match scenarios A–E.

**Theme A Living together in the UK**

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