

Objectives

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.

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

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/overview

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.