

An Introduction To Employment Law Pearson He Uk

An Introduction To Employment Law Pearson He Uk An to Employment Law Pearson the HE UK and You Navigating the complex world of employment law can feel like traversing a dense jungle a labyrinth of legislation precedents and interpretations For higher education institutions HE in the UK particularly those affiliated with Pearson understanding this jungle is not just beneficial its essential This introduction serves as your machete clearing a path through the undergrowth and revealing the vital elements of employment law as it pertains to your role within the Pearson HE UK ecosystem Imagine this Sarah a talented lecturer at a Pearsonaffiliated university faces a disciplinary hearing Unfamiliar with her employment rights she feels lost and vulnerable Conversely John a seasoned administrator confidently navigates a redundancy process secured by his knowledge of his contractual entitlements The difference A clear understanding of employment law This isnt just about avoiding legal battles its about fostering a fair productive and respectful workplace For Pearson a global leader in education upholding ethical employment practices is paramount This article aims to empower you whether youre a lecturer administrator or in any other role within the Pearson HE UK network with the knowledge to navigate this landscape with confidence The Foundations Contracts and Beyond Employment law in the UK rests upon a cornerstone the employment contract This document often more than just a few pages dictates the terms of your relationship with your employer Think of it as a legally binding map guiding your journey within the institution It outlines your responsibilities your rights your salary your working hours and your notice periods Understanding

this map is crucial Missing a crucial detail can be like missing a crucial trail marker in the jungle easily leading to disorientation and difficulty Beyond the contract a vast body of legislation protects employees The Equality Act 2010 prohibits discrimination based on various protected characteristics such as age sex race and disability This act acts as a powerful shield against unfair treatment Similarly the Working Time Regulations 1998 ensure you receive adequate rest breaks and paid leave 2 preventing exploitation and promoting wellbeing These legislative acts like strong vines within our jungle metaphor provide support and stability Disciplinary and Grievance Procedures Navigating the Thicket Imagine encountering a thorny patch in the jungle This is analogous to facing disciplinary or grievance procedures These processes are designed to address workplace issues fairly and objectively Understanding your rights within these procedures is critical A disciplinary hearing might involve allegations of misconduct while a grievance might concern unfair treatment or harassment In both cases knowing your rights and the institutions policies is paramount This knowledge empowers you to articulate your position effectively and seek appropriate redress Redundancy Charting a New Course Redundancy while often unwelcome is a reality in many workplaces Its like encountering a river that forces you to change your route Employment law provides safeguards during redundancy ensuring fair treatment and potential compensation Understanding your entitlements to redundancy pay consultation rights and potential redeployment opportunities is crucial in navigating this challenging transition Health and Safety Protecting Your Wellbeing The jungle while beautiful can also be dangerous Similarly workplaces present potential health and safety risks Employers have a legal duty of care to provide a safe working environment free from hazards This includes providing appropriate training equipment and a culture of safety Understanding your rights regarding health and safety and reporting any concerns is essential for your wellbeing Actionable Takeaways Read your employment contract carefully Understand your rights and responsibilities Familiarize yourself with relevant legislation The Equality Act 2010 and the Working Time Regulations 1998 are key Understand your

institutions policies and procedures This includes disciplinary grievance and redundancy processes Seek advice if youre unsure Dont hesitate to contact HR or seek legal counsel if you need clarification or support Prioritize your wellbeing Be proactive in ensuring a safe and healthy working environment Frequently Asked Questions FAQs 3 1 What should I do if I believe Ive been discriminated against Document the incident report it to HR and consider seeking legal advice The Equality Act 2010 provides protection against discrimination 2 What are my rights if Im facing a disciplinary hearing You have the right to be accompanied by a colleague or trade union representative to see the evidence against you and to present your case 3 How much redundancy pay am I entitled to This depends on your length of service and salary Consult your contract and relevant legislation for specifics 4 What constitutes a breach of my employment contract This varies greatly depending on the specific terms of your contract If you believe theres been a breach seek advice from HR or legal counsel 5 Where can I find more information about employment law in the UK Government websites like GOVUK ACAS Advisory Conciliation and Arbitration Service and reputable legal resources offer valuable information This introduction serves as a starting point The world of employment law is multifaceted and constantly evolving By understanding the fundamentals and remaining proactive you can confidently navigate the complexities and ensure a fair and productive working experience within the Pearson HE UK context Remember knowledge is your best defense and your most powerful ally in this sometimes challenging landscape

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written specifically for hr and business students introduction to employment law is a clear accessible and jargon free guide to uk employment law and

how it applies in practice this book covers all the essentials of employment law including employment contracts discrimination redundancy and employment tribunals there is also expert guidance on key issues including shared parental leave flexible working policies and protected characteristics fully revised with the latest cases and legal developments this new edition includes coverage of the rights of agency workers bereavement leave furlough practices and the legal implications of brexit this textbook doesn't assume any prior knowledge of the uk legal system and equips students with the knowledge and skills that they need to take forward into the workplace packed with pedagogical features to consolidate learning including tasks examples explore further sections and key learning points as well as a dedicated study skills chapter covering employment law assignments and exams introduction to employment law is essential reading for all students studying the cipd level 5 intermediate module in employment law it is also an accessible introduction for level 7 students and those on undergraduate and postgraduate business courses needing a thorough grounding in employment law online resources include lecture slides case studies annotated weblinks and an instructor's manual

this book gives an overview of the main kinds of employment rights and labour laws found in many countries it evaluates some of the assumptions underpinning contemporary attitudes to such rights and laws in order to measure whether they are warranted it also considers economic political and social justifications for employment rights and laws

this is an accessible introduction to uk employment law for non-law students it provides a wide range of topics reflecting the content of employment law modules and the extensive evaluative material raises the major debates and encourages critical thinking

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comprehensive and clearly focused this is a must read text for students of employment relations the accessible writing style is combined with a wealth of contemporary examples allowing the reader to fully engage with the key critical debates surrounding each topic

this concise introduction illuminates the conflict cooperation and complex issues surrounding employment relations richard hyman a leading expert in the field clearly explains how the reality of employment interactions and the academic understanding of the subject have been transformed by globalisation neoliberalism and financialisation

an introduction to labor and employment discrimination law is not an attempt to teach law to undergraduates but rather to introduce them to legal reasoning the principal means to this end are cases that present competing arguments e g in majority and dissenting opinions on major issues each case is preceded by the author s introduction and followed by the author s comments and questions chapter 1 focuses on labor law in the nineteenth and

early twentieth centuries i e before the national labor relations act of 1935 chapter 2 surveys modern labor law under the labor act covering such topics as representation and unfair labor practices chapter 3 is a brief introduction to the law of employment discrimination under the equal pay act title vii of the civil rights act of 1964 and americans with disabilities act the book is accompanied by an appendix that contains a glossary of legal terms plus excerpts from the constitution and relevant federal statutes

understand the fundamentals of uk employment law and how they apply in the workplace with this dedicated textbook for hr and business students

employment law is a matter of increasing importance for managers and human resource professionals approaching the subject from a human resources rather than a law perspective this book aims to inform about the context in which employment law is enacted and promotes understanding of the application of the law to hrm the social purposes behind the legislation and the contextual issues that affect the implementation of the law

presents policies and practices concerning retirement in 22 oecd countries excluding iceland and turkey

the most trusted and thought provoking introduction to employment relations this book examines key employee relations issues from a critical perspective using contemporary research and a wealth of real life examples and carefully designed learning features

employment law a very short introduction provides an overview of the main kinds of employment rights and labour laws around the world work takes up a vast proportion of many people s time although the phrase work life balance is now commonplace people work longer hours than ever the

workplace can also be somewhere to develop skills and build friendships issues such as equal pay and inclusion have come to the fore and there is a growing appetite for knowledge of workplace rights and the law governing the employment relationship this vsi evaluates the assumptions underpinning these and considers their economic political sociological and social justifications

employment law offers a complete overview of the core components that form the interactions between an organization its employees and the hr function

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