

Extended Module: Workplace Rights and the Role of Unions

Facilitator's guide

Follow this guide to facilitate delivery of this module with young people.

It is suggested that students can work individually or in small groups. Ensure students / groups have internet access to complete research and access video material where necessary. Student activities may be downloaded and completed on the PDF form, or you may wish to print the accompanying student resource pack.

Introduction (5 minutes)

Where possible, encourage student discussion around the introductory content (in student resource) which highlights to students what a union is and the types of services and activities they provide their members. You may wish to facilitate a discussion with students about the presence and relevance of unions in your workplace.

Activity 1 (15 minutes)

This activity is designed to enable students to better understand the impact of unions and how instrumental they have been in improving worker's rights through collective bargaining. Students will watch a short video clip from the TUC - [What have Trade unions done for us?](#) (⌚ 4 minutes watch) and identify as many staff entitlements and benefits as possible. Where appropriate, encourage students to discuss and share their ideas. Students can reflect and summarise their thoughts in the space provided.

Activity 2 (15 minutes)

This activity allows students to explore and identify as many different union organisations as possible. Students are encouraged to investigate which sectors each union covers or if they are specific to a particular sector and record their findings in the table. Students may require internet access to conduct research.

Activity 3 (30 minutes)

Using the table and the example provided ([TUC - The role of the union representative](#)), students are encouraged to identify three different roles within the structure of the union they have chosen to investigate further from Activity 2. Students will spend time investigating the responsibilities of each role they identify. Students may need support to find information about the structure of their chosen union, which may vary between different union websites. However, this information can normally be found in the 'About Us' section or by conducting an advanced search for 'Structure' on the Union's website.

Activity 4 (15 minutes)

This activity allows students to find out more about workplace rights in the context of a relatable scenario. Students are in the scenario of;

'Two months ago, you started the first year of your apprenticeship working full-time at a Construction company and have just turned 18.'

Students will use the 'Know your rights as an Apprentice' TUC resource provided to research and answer questions relevant to their scenario. Where possible encourage students to discuss the scenario and their answers with their peers. Facilitating employers may wish to enhance this activity by making the scenario more authentic to their workplace.

Activity 5 (5 minutes)

This short activity is designed to raise awareness of different types of employment contracts. Students are required to match each contract type to the corresponding statement. Facilitating employers may wish to enhance this activity by discussing the types of contracts they recruit staff on and why this suits their organisation.