

Mutual Respect

Core Concept:

- Treat others as you want to be treated
- Respect for each other
- Working together

Mutual Respect in Careers and Employment:

- Embrace diversity
- Challenging stereotyping, labelling and prejudice
- Tackling discrimination

The Rule of Law

Core Concept:

- Understanding laws and why they are important
- Following rules to develop order

The Rule of Law in Careers and Employment:

- Laws such as the Health and Safety at Work Act (HASAWA) sets fundamental structure to provide workplace health, safety and welfare
- The term 'employment law' refers to any piece of government legislation designed to protect employees from exploitation. In the UK, there are four areas of employment legislation that form the basis of employee rights in the workplace: recruitment, pay, discrimination and health and safety

Examples:

- Legislation
- Agreed ways of working, policies and procedures
- How the law protects you and others
- Codes of conduct

British Values in Careers and Employment

Tolerance of Different Faiths and Beliefs

Core Concept:

- Learning about different faiths and cultures
- Listen to other viewpoints
- Learning about diversity

Tolerance of Different Faiths and Beliefs in Careers and Employment:

- Religion and belief discrimination is illegal in the UK and is listed as a protected characteristic in the Equality Act 2010. It arises when someone is unfairly disadvantaged for reasons related to their religion or their beliefs. Protection is given to those with any religion, or any religious or philosophical beliefs as well as those without a religion or belief. There is no definitive list of religions or beliefs

Examples:

- The importance of religion, traditions, cultural heritage and preferences
- Tackling stereotyping, labelling, prejudice and discrimination

Democracy

Core Concept:

- Making decisions together
- The right to an opinion/voice

Democracy in Careers and Employment:

- Is when democratic practices are put into action in the workplace, like voting, debate, and a participatory decision-making system. Or in other words, workplace democracy is when our employees feel like "owners"

Examples:

- Leadership and accountability
- Joint decision making
- Team meetings
- The right to protest and petition
- Receiving and giving feedback

Individual Liberty

Core Concept:

- Freedom of speech for all
- The right to make our own choices

Individual Liberty in Careers and Employment:

- Protection of your rights and the right of others you work with

Examples:

- Equality and Human Rights
- Personal Development
- Respect and Dignity
- Rights, choice, consent and individuality
- Values and principles

