

# Basic introduction to employment rights

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# Legal Protections

Contract

Statute

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Contract

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Statute

# In work

- Pay, including National Minimum Wage
- Working Time, particularly holiday
- Kids (maternity, paternity, adoption, flexible working)
- Auto-enrolment / pension

Employees, workers  
and the genuinely self employed

# In work (2)

- Discrimination
- Whistleblowing

# Dismissal

- Wrongful dismissal
- Unfair dismissal
- Discrimination



# Unfair dismissal

- Employees, with two years service (some exceptions).
- Much more complicated right than it appears

# Discrimination

## Protected Characteristics

Sex

Race

Disability

Gender reassignment

Age

Marriage

Religion and belief

## Unlawful acts

Direct Discrimination

Indirect Discrimination

Victimisation

Harassment

Failure to make reasonable  
adjustments to a disability

Reason related to disability