

Request Ref: 2780

FOI Request dated **19/12/2022** as follows –

1. *Do you issue your employees with any learning or specific documentation (excluding their written terms) relating to their rights as employees? If yes, is this available to all employees?*
2. *Do you have any specific learning resources (online or other) for your employees if they wish to gain a greater understanding of their employee rights?*
3. *Do you provide any legal advice or aid (in-house) to your employees regarding their employment rights if they need it?*
4. *If you do issue your employees with learning regarding their employment rights, what has the uptake of this been?*
5. *How many tribunals have been brought about by your employees over the past 24 months?*

Response

1. All employees are issued with written Terms and Conditions that signpost staff to several policy and procedure documents that expand upon their employee rights. They also have access to numerous policy and procedure documents that cover their contractual rights to things such as leave, the right to bring a grievance, the right to consultation in the event of a redundancy situation, etc.
2. Our suite of mandatory and self-directed learning, whether online or face to face, in part sets the tone for the relationship between employee and employer. The legislative frame, for example in our EDI modules, is explored through the lens of both employee and employer and speaks of responsibility, obligation and opportunity for both parties.
3. UoH employees have access to the University Law School's Legal Advice Centre which can offer advice around general employment rights. In addition to this, as an employer we recognise three trade unions, providing paid facilities time for them to support employees.
4. Participation levels in our suite of learning events varies depending on whether they are mandatory or self-directed. For example, our institutional (all staff) participation in EDI and Health and Safety training is almost 80%.
5. Two.