

LANTRA

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Employee Rights and
Responsibilities (ERR)
Workbook

Fencing

December 2012

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Dear Apprentice

Welcome to your Employee Rights and Responsibilities Workbook: You can make it your own – start by adding your personal and apprenticeship details below.

Name	
Job title	
Apprenticeship title and pathway you are choosing	
Date started	
Employer name	
Employer address	
Centre name (College or training provider)	
Centre address	
Tutors name	

Now you have enrolled on an apprenticeship programme, you will be learning new skills and gaining knowledge that will lead you towards successful completion of the Apprenticeship.

One of the first parts of your Apprenticeship programme will be an induction programme organised by your employer or training provider. This will help to explain what your new employer's expectations are, what the apprenticeship covers, as well as finding out about what is expected of you during your apprenticeship.

This workbook will help you during the early days of your apprenticeship. It outlines some of the work-related things you should be aware of, such as:

- What the employment law says and how it affects you in your job
- Where you can go for help and advice during the apprenticeship
- How you can move on within your career

This workbook is an important part of your apprenticeship and must be completed before your apprenticeship finishes and you apply for your completion certificate.

In some cases, information will be given in the workbook. In other cases you will be given a website address or other contact for where you can find more detailed information.

You might want to go through this workbook by yourself, but you will probably want to talk about some of the things with a friend, colleague, supervisor, manager or your training provider.

You will also be asked a number of questions throughout the workbook. It is important that you answer these questions correctly. Your assessor or manager will check your answers. Once finished make sure the completion sheet at the back of the work book is signed by you and your employer and assessor.

Good luck with your programme.

The Lantra Apprenticeship Team

Employee Rights and Responsibilities Workbook for Fencing Apprenticeships

December 2012

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Section 1 – Introduction

What is an Apprenticeship?

Apprenticeships are nationally recognised training schemes which combine practical work experience through employment with learning and training, both on and off-the-job.

Apprenticeships involve a partnership approach between apprentices, employers and training providers. They are designed by industry, developed by businesses, training providers and Sector Skills Councils, and are therefore tailored to meet the needs of each specific sector.

Apprenticeships are available to anyone from the age of 16 who is not in full-time education. However some Apprenticeships may be subject to minimum entry requirements.

What will you have to do to complete your Apprenticeship?

There are two levels of Apprenticeships within the Fencing industry Level 2 and 3.

Intermediate Apprenticeship (England)/Foundation Apprenticeship (Wales)

If you are doing an Apprenticeship/Foundation Apprenticeship you will need to complete the following qualifications and training:

- **Level 2 Work-based Diploma in Fencing**
- **The knowledge aspect** will be achieved via the following qualification:

Level 2 Certificate in The Principles of Fencing

- **Essential Skills (Wales and Northern Ireland):**

Application of Number Level 1
Communication Level 1

OR

Functional Skills (England)

Maths Level 1
English Level 1

- **Employee Rights and Responsibilities**
- **Personal Learning and Thinking Skills** (PLTS England only)
 - Record of Achievement

Your employer may ask you to do some other training as well depending on what tasks you need to do. These will be specific to the industry you are working in and will help you progress in your career.

If you are successful in completing the Intermediate Apprenticeship, you may then want to go on to do further training such as specialist technical training or the Advanced Apprenticeship/Apprenticeship.

Advanced Apprenticeship (England)/Apprenticeship (Wales)

If you are doing an Advanced Apprenticeship/Apprenticeship you will need to complete the following qualifications and training:

- **Level 3 Work-based Diploma in Fencing**
- **The knowledge aspect** will be achieved via the following qualification:

ILM Level 3 Certificate in Principles of Leadership and Management

- **Essential Skills (Wales and Northern Ireland):**

Application of Number Level 2
Communication Level 2

OR

Functional Skills (England)

Maths Level 2
English Level 2

What do you know about your programme?

If someone asks you about your apprenticeship, could you give them a description? Use the space below to outline what you know and what you need to find out.

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What is expected of you?

You will be expected amongst other things to:

- Turn up on time
- Comply with the company's policies and procedures
- Undertake the work as requested by your employer
- Complete assessments/training as required
- Attend college or training centre
- Look after the health and safety of yourself and your colleagues
- Respect the personal dignity of others.

Make a list of other things you will be expected to do which are relevant to your particular job.

.....

.....

What if I need extra help and support?

If you need extra support to complete your Apprenticeship then you must speak to your training provider who will give you advice and support about:

- **Access to Work**

The Access to Work (ATW) Scheme is a Government scheme designed to provide practical help to overcome the barriers that people with a disability or health condition experience in the workplace. Through this scheme the Government will either pay for, or make a substantial grant towards, the costs of additional support needed as a result of a disability or health condition. This is essential to enable many people to find or stay in employment.

- **Additional Learning Support**

For those individuals who are dyslexic and/or have a disability, your training provider should give you access to confidential learning support information, advice and support. This may include referrals for dyslexia assessments and/or access to supportive technology.

Do you have any questions?

If you are unsure of anything about your Apprenticeship you should first speak to your employer or training provider/college. If they are unable to help you then you can always contact the National Apprenticeship service www.apprenticeships.org.uk or Lantra's helpline on 0845 707 8007 between 9am – 5pm Monday to Friday or e-mail apprenticeships@lantra.co.uk.

Who is Lantra?

Lantra is the Sector Skills Council for the land-based and environmental sector. To find out more about what we do go to our website where you will find lots of useful information: www.lantra.co.uk.

Lantra is the organisation that has worked with industry to develop this Apprenticeship.

What is the land-based and environmental sector?

The industry you will be working in sits within what is called the land-based and environmental sector. The other industries are listed below and are grouped into three categories:

Land Management and Production	Animal Health and Welfare	Environmental Industries
<ul style="list-style-type: none"> • Agriculture • Aquaculture • Fencing • Floristry • Land-based engineering • Production horticulture • Trees and timber. 	<ul style="list-style-type: none"> • Animal care • Animal technology • Equine • Farriery • Veterinary nursing. 	<ul style="list-style-type: none"> • Environmental conservation • Fisheries management • Game and wildlife management • Horticulture, Landscaping and Sports turf.

Did you know?

- The industries within the sector look after around 85% of all the land within the United Kingdom
- There are approximately 1,126,660 people who work within the land-based and environmental industries, with another 500,000 people who volunteer
- There are around 230,000 businesses within the sector which equates to approximately 9% of all UK businesses.
- Many of these businesses are called micro businesses as they employ fewer than ten workers each

To find out more about the industry you will be working in, check out Section 4.

Section 2 - The Company

This section is about your job role, what your employer expects from you and what you can expect from your employer.

Contracts of Employment

When you start work for an employer, you will receive written information about what is expected of you, and what you can expect from your employer. This information is your Contract of Employment and should be explained to you at your induction. Some of the areas usually covered within a Contract of Employment are included in the table below.

Area	Description
Job description	What your job is and the tasks you will be expected to do.
Pay	How much you will be paid (e.g. per hour, per week, per month or per year). When you will be paid.
Hours of work	How many hours a day or a week you are expected to work. Flexible working hours, if applicable. Overtime arrangements.
Holiday	How many hours, days or weeks you may take as time off for holiday.
Sickness	How much time you may take off for sickness. Reporting sickness. When to get a sick note from the doctor. How much you will be paid when off sick.
Code of conduct	Your employer may ask you to wear a uniform or to dress in a certain way. You may also be expected to behave in a certain way, for example being polite to customers or other staff, turning up for work on time. Whether or not you are allowed to smoke on the premises.
Maternity and paternity leave	If you are about to have a baby, you will be allowed time off when the baby is born.
Grievance procedure	If you are unhappy about something that has happened to you at work, your employer should have a system for dealing with this.
Disciplinary	Your employer will have a system for dealing with any member of staff

procedure	who misbehaves. For example, the employer may issue a verbal warning, followed by a written warning, followed by dismissal. This will depend on the nature of the offence and on the behaviour of the person who has committed the offence. Everyone has a right to representation at a disciplinary meeting.
Harassment or bullying	Your employer may have a system in place for dealing with harassment or bullying among the staff.
Health and safety	Your employer should have a health and safety policy, and this may well be presented within the Contract of Employment.
Equal opportunities	Your employer should have an equality and diversity policy, and this may well be presented within the Contract of Employment.

Task 1

You now need to answer all of the following questions:

1. What do you do if you are unable to go to work because you are unwell?

.....
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.....
.....

(Notes for assessors: can describe and work within their organisation's principles and codes of practice. (Knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer)

2. What is the maximum number of hours per week you can be asked to work?

.....
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.....

(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be covered by other legislation as well. This should cover apprentice's rights and responsibilities under the Disability Discrimination Act, other relevant equalities legislation and Health and Safety, together with the responsibilities and duties of employers)

3. Where can you find out information on your employment rights?

.....
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.....

(Notes for assessors: knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities)

4. Describe how the company's grievance procedure works?

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(Notes for assessors: can describe and work within their organisation's principles and codes of practice)

5. Explain why it is important to inform your employer of any changes to your personal information?

.....
.....
.....
.....

(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer)

6. Where can you find out information about Access to Work?

.....
.....
.....
.....

(Notes for assessors: knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to Work and Additional Learning Support must be included)

7. Who might you approach to find out more about Additional Learning Support?

.....
.....
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.....

(Notes for assessors: knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities. Details of Access to Work and Additional Learning Support must be included)

Section 3 – You and the law

There are laws that exist to protect you and all employees from unfair treatment at work. Some of them are summarised below. Please be aware that the below were applicable at the time of the workbook development. However legislation is updated and so there may be a more up-to-date amendments/legislation available

Employment and other associated legislation

Please note: The legislation listed in this section is set by the U.K. Government but there may be some differences in the legislation depending upon national rules for England, Northern Ireland, Scotland and Wales.

Legislation	Key points
Equality Act 2010	It is unlawful to directly or indirectly discriminate against anyone, harass them or insult their personal dignity. This Act brings together and strengthens nine previous pieces of legislation including those on disability, sex (gender), race and other grounds of discrimination, including: age, religion & belief, sexual orientation, gender reassignment, pregnancy & maternity, marriage and civil partnership.
Data Protection (Amendment) Act 2003	This Act covers all information held about individuals by an employer. The Act covers both computerised and manual records. The information must be held in a secure place and should not be available to unauthorised people.
Employment Act 2008 (Flexible Working Regulations)	This makes changes to maternity, paternity and adoption rights in the Employment Rights Act 1996. For example, employees who are parents are allowed to request flexible working arrangements.
Employment Relations Act 2004	This enables employees to be accompanied by a trade union official or colleague at a disciplinary or grievance hearing.
Employment Act 2002	This entitles employees to certain rights including: <ul style="list-style-type: none"> • Maternity leave • Unpaid time off to care for a dependant • A statement of employment particulars • An itemised pay statement • A minimum period of notice on termination of employment • Redundancy payment • Written statement of reasons for dismissal.

Legislation	Key points
Equal Pay Act 1970 (Amendment) Regulations 2003	It is unlawful to discriminate between men and women in terms of pay and benefits if they are both doing the same job.
Human Rights Act 1998	This incorporates rights under the European Convention of Human Rights into domestic law. Individuals can bring claims under the Human Rights Act against public authorities for breaches of Convention rights. UK courts and tribunals are required to interpret domestic law, as far as possible, in accordance with Convention rights.
National Minimum Wage Act 1998	Workers must not be paid less than a designated minimum rate per hour.
National Minimum Wage Regulations 1999	These contain detailed rules as to who qualifies for the national minimum wage.
Part-time Workers Regulations 2000	These give part-time workers the right not to be treated less favourably than comparable full-time workers unless the difference in treatment is objectively justifiable.
Protection from Harassment Act 1997	It is unlawful to harass someone. Individuals can claim damages and/or seek a court order to stop the harasser from continuing the harassment. In certain circumstances under this law bullying becomes an offence of harassment.
Working Time (Amendment) Regulations 2003	These include: <ul style="list-style-type: none"> • Maximum average of 48 hours per week (with exceptions) • Daily and weekly rest breaks • Special provisions relating to night work.

Several organisations offer further information, help and advice on matters relating to the legislation listed above. Here are some examples:

- National Minimum Wage helpline: telephone 0800 917 2368
- Advice and guidance on employment rights can be found at www.direct.gov.uk
- Details of information relating to equal opportunities: www.eoc.org.uk or telephone 0845 604 6610
- Citizens Advice: www.citizensadvice.org.uk
- Full current details on all aspects of entitlements for citizens: <http://www.direct.gov.uk/en/index.htm>

Health and safety legislation (responsibility and duty of employers)

There are a lot of laws that have been developed in order to protect you and everyone else at your place of work. In some cases, laws have been created as a direct result of accidents that have happened to people.

A very brief overview of many of these laws is given below, but for full details of each law you will need to refer to other sources of information. One of the best sources of information is the Health and Safety Executive, website address www.hse.gov.uk, telephone 0845 345 0055.

Legislation	Key points
<p>Health and Safety at Work etc. Act 1974</p> <p>Management of Health and Safety at Work Regulations 1999</p> <p>Corporate Manslaughter & Homicide Act 2007 (covers death by neglect at work)</p> <p>Safeguarding Vulnerable Groups Act 2006 (covers those under 18 and vulnerable adults)</p>	<p>Employers must ensure, so far as is reasonably practicable, the health, safety and welfare of employees and any other people who may be affected by what they do.</p> <p>In order to do this, employers must be aware of any risks associated with the work, and must remove or control these risks. Staff can help by telling their employers about any aspects of their job that could be dangerous.</p> <p>There must be procedures to be followed in the event of an emergency.</p> <p>When working alone it is the employer's duty to assess risks to lone workers and take steps to avoid or control risks where necessary. Employees have responsibilities to take reasonable care of themselves and other people affected by their work and to co-operate with their employers in meeting their legal obligations.</p>
<p>Health and Safety (Consultation with Employees) Regulations 1996</p>	<p>Employers must talk to their staff about health and safety matters, for example about work equipment, procedures and training.</p>
<p>Personal Protective Equipment Regulations 2002</p>	<p>Where risks to health and safety cannot be adequately controlled by other means, suitable personal protective equipment (PPE) must be provided. Any PPE must be appropriate for the risks and maintained properly. Users must be trained in its use.</p>

Legislation	Key points
The Control of Substances Hazardous to Health Regulations 2002	Employers must assess and control the risks from hazardous substances. They must also check that the control measures are effective and tell their staff about the risks and precautions needed.
The Lifting Operations and Lifting Equipment Regulations 1998	All lifting equipment must be thoroughly examined and marked, and all lifting operations must be properly organised.
The Provision and Use of Work Equipment Regulations 1998	All equipment used at work must be suitable for the task, properly maintained, with dangerous parts safeguarded. Staff using the equipment must be adequately instructed. The equipment must be stable, and stop controls, including emergency stops, must be provided.
The Manual Handling Operations Regulations 1992	If manual handling operations cannot be avoided, steps must be taken to reduce the risk of injury.
The Health and Safety (First Aid) Regulations 1981	Adequate arrangements must be in place for first aid.
The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1995	Certain accidents, incidents and occupational diseases must be reported to the Health and Safety Executive within specified time limits.
The Control of Noise at Work Regulations 2005	Employers must assess the risks from exposure to noise at work and take action when workers' daily exposure reaches certain levels.
The Electricity at Work Regulations 1989	Precautions must be taken against the risk of death or injury from electricity. Electrical equipment must be safe and properly maintained.
The Health and Safety (Young Persons) Regulations 1997	Employers must make sure that their risk assessment for employed young people under the age of 18 takes full account of their inexperience, immaturity and lack of awareness of relevant risks.
The Confined Spaces Regulations 1997	Avoid working in a confined space. If you have to work in a confined space, follow a safe system of work and make arrangements in case something goes wrong.

Legislation	Key points
The Health and Safety (Safety Signs and Signals) Regulations 1996	Safety signs must be displayed where there is a significant risk to health and safety not controlled by other methods.

Working in the environmental and land-based sector often involves lone working or working with large equipment and machinery, this can lead to accidents and it is therefore essential that you think carefully about the jobs that you do and how you can do them safely. Your employer will instruct you or give you training for some of the jobs you do, but you are also responsible for your own safety and that of your colleagues.

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Task 2

You now need to answer the following questions:

1. Give one example of a health and safety regulation which applies to your workplace:

.....

.....
(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be covered by other legislation as well. This should cover apprentice's rights and responsibilities under the Equality Act 2010 and Health and Safety, together with the responsibilities and duties of employers)

2. Give two examples of how your employer can improve your health and safety?

.....

.....

.....
(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be covered by other legislation as well. This should cover apprentice's rights and responsibilities under the Equality Act 2010 and Health and Safety, together with the responsibilities and duties of employers)

3. What do you do if you have an accident?

.....

.....

(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme)

4. Explain what you would do if a fire was to break out at your work place?

.....

.....
(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme)

5. Name two pieces of legislation that can affect your employment?

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.....
(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be covered by other legislation as well).

6. There are many of discrimination. List six of them:

.....

.....
(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme)

7. What do you do if you are the victim of discrimination in the workplace?

.....

.....
(Notes for assessors: knows and understands the procedures and documentation in their organisation which recognises and protects their relationship with their employer. Health and Safety and Equality and Diversity training must be an integral part of the apprentice's learning programme)

8. Give an example of what your employer must do if you have a disability?

.....

.....
(Notes for assessors: knows and understands the range of employer and employee statutory rights and responsibilities under Employment Law and that employment rights can be covered by other legislation as well. This should cover apprentice's rights and responsibilities under the Disability Discrimination Act, other relevant equalities legislation and Health and Safety, together with the responsibilities and duties of employers)

9. Who can you contact for information and advice on:

Discrimination?

Pay?

Employment Rights?

Disability?

(Notes for assessors: knows and understands the range of sources of information and advice available to them on their employment rights and responsibilities)

Section 4 - Your industry

The fencing industry

The fencing industry operates in a number of areas including agricultural, high security, electrical, environmental, vehicle restraint systems and access barriers, residential fencing and automatic gates.

Fences can be simple or incredibly high tech, purely functional or decorative, and can be made of wire, wood, concrete or metal and have a variety of purposes such as:

- Vehicle Restraint Systems
- Temporary barriers to protect workers on motorways, roads or construction sites
- Prison perimeter fencing
- Commercial high security fencing
- Zoos and animal sanctuary enclosures
- Agriculture and forestry
- Garden boundary fences
- Protecting people and property from vandalism
- Reducing sound levels.

Facts and figures

- There are over 200 major fencing contractor companies in the UK, who employ over 12,000 people full-time
- There are around 3,000 to 4,000 smaller fencing businesses across the country employing approximately 10,000 to 15,000 people
- 25% of the workforce is self-employed
- More than 80% of fencing businesses are located in England, particularly in the south east.

Job roles

There are many types of jobs available in the fencing industry. Here are a few examples:

Related jobs at Level 2	Brief description of responsibilities:
General fence installer	Responsible for the installation of a wide range of different types of fences, working to specifications and standards ensuring correct installation. The work may involve a wide range of materials including timber, steel and concrete and operating a range of powered hand tools.
Vehicle Safety Fence Installer	Responsible for the installation of vehicle safety barriers on highways. Work to detailed drawings, specifications and install these safety systems to a very high standard. Mainly working with steel and concrete products and operating a range of powered hand tools.
Related jobs at Level 3	
Contracts Supervisor	Manage contracts/teams across a number of sites, working with Site Managers. Be highly motivated with communication & planning skills. The role requires responsibility & flexibility in terms of hours worked to meet the demands of the role in the office & on site, managing jobs & installers.
Lead Installer	Lead a team of installers/labourers in the day to day operations on site, working under the direction of the Site Manager, focusing on all aspects of successful fence planning and installation. This role involves meeting with planning and site managers, recording, reporting and decision making.

For more details about these, progression opportunities and other jobs in the industry go to www.lantra.co.uk/careers where you will find information about the skills and qualifications you may need to progress in the company and/or industry.

Career information and advice

To find out more about possible career and training opportunities you could contact one of the following:

- National Careers Service: <https://nationalcareersservice.direct.gov.uk>
- Careers Wales – www.careerswales.com
- Northern Ireland Careers service - www.careersserviceni.com

Key industry contacts

For further information about the industry you can check out:

- British Security Industry Association: www.bsia.co.uk
- Electric Fencing Association: <http://efa.fences.org/>
- Electric Security Fencing Federation: see Fencing Contractors Association

- European Fencing Industry Association: <http://efia.fences.org/>
- Fencing Contractors Association: www.fencingcontractors.org
- Highways Agency: www.highways.gov.uk
- Lantra: www.lantra.co.uk

Training and qualifications

It is possible to enter the fencing industry by undertaking full or part time qualifications at college, or through an Apprenticeship. For further details of appropriate courses see the careers pages on the Lantra website www.lantra.co.uk/careers. Previous work experience on the land is useful.

For details of all qualifications listed on the qualifications and credit framework: <http://register.ofqual.gov.uk/>

You may also find out more information on other courses and training opportunities through:

- Lantra: www.lantra.co.uk
- Lantra Coursefinder: www.lantracoursefinder.co.uk
- Lantra Awards: www.lantra-awards.co.uk
- Land-based colleges: www.landex.org.uk
- City and Guilds land-based services (Previously NPTC): www.nptc.org.uk
- ABC Awards: www.abcawards.co.uk

The following sites will provide you with details of other qualifications that you may wish to consider when you have finished your Apprenticeship:

- Foundation Degrees: <http://www.direct.gov.uk>
- Land based colleges: www.landex.org.uk
- UCAS – www.ucas.ac.uk

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Task 3

You now need to answer all of the following questions:

1. Draw a structure chart of your organisation, workplace or department, include your name and job title

(Notes for assessors: understands the role played by their occupation within their organisation and industry)

2. Describe two things you have to do as part of your job and explain why they are important?

.....
.....

(Notes for assessors: understands the role played by their occupation within their organisation and industry)

3. Give an example of how your work can cause concern to the public?

.....
.....

(Notes for assessors: recognises and can form a view on issues of public concern that effect their organisation and industry)

4. Name two jobs that might be open to you if you complete your Apprenticeship?

.....
.....

5. What other related training/qualifications could you do when you have completed your Apprenticeship?

.....
.....

(Notes for assessors: has an informed view of the types of career pathways that are open to them)

6. Name two organisations that are associated with your industry and explain what they do and why they are important?

.....
.....

(Notes for assessors: knows the types of representative bodies and understands their relevance to their industry and organisation, and their main roles and responsibilities)

7. Where can you go to get information and advice on:

The industry?

Your job?

Training?

Careers?

(Notes for assessors: knows where and how to get information and advice on their industry, occupation, training and career)

Section 5 - Employee Rights and Responsibilities (ERR) completion sheet

Employee Rights and Responsibilities is a mandatory component of all Apprenticeship frameworks. A copy of Section 5 should be kept in your portfolio. Please make sure your tutor/centre takes a copy of this sheet to upload onto the ACE system at the end of your apprenticeship.

Complete (in BLOCK CAPITALS) and return:

Name of Apprentice	Name of Training Provider/Employer
Apprenticeship Framework:	
<input type="checkbox"/> Fencing Apprenticeship/Foundation Apprenticeship/Level 2 <input type="checkbox"/> Fencing Advanced Apprenticeship/Apprenticeship/Level 3	

The following tasks have been completed satisfactorily:

Task Number	Assessors Name	Assessors Signature	Date
1
2
3

I confirm that (please insert learner’s name) has successfully completed the employee rights and responsibilities section of the Apprenticeship which has involved formal assessment.

The Apprentice has completed the following nine national outcomes satisfactorily:

1. Employment Law and legislation that may affect their work. This includes discrimination, harassment, personal dignity, equality, health and safety, safeguarding, and knowing what the employer’s responsibilities and duties are.
2. Procedures and documentation within their organisation that which recognise and protect their working relationships. This includes health and safety, safeguarding and equality and diversity.

- 3.** The range or sources of information and advice available to them, including Access to Work and Additional Learning and Support
- 4.** The role their organisation plays in the Fencing industry
- 5.** The different career pathways/opportunities available to them
- 6.** The representative bodies or organisations and their relevance to their employment/industry
- 7.** Where and how to get information and advice on their industry, occupation, training and career
- 8.** Their role and work within their organisation's principles and codes of practice
- 9.** Issues that may be of public concern that could affect their organisation and/or industry.

Apprentice's name:	Signature:	Date:	Date of birth:
.....

Employer's name:	Employer's signature:	Date:
.....

College/Training Provider's name:	Provider's signature:	Date:
.....

Lantra

Lantra is the Sector Skills Council supporting skills, training and workforce development for businesses in the environmental and land-based sector. We are committed to helping everyone access the training, qualifications, skills and knowledge they need for business success and to develop their career.

We are an independent, UK-wide organisation that is owned and managed by our industries, which are grouped around land management and production, animal health and welfare and environmental industries.

We lead the way in understanding our industries' future skills and business needs. We work together with trade organisations, unions, training providers, governments and many more to maximise investment in skills.

www.lantra.co.uk
024 7669 6996

LANTRA Environmental and land-based skills

Telephone: 024 7669 6996 **Facsimile:** 024 7669 6732 **Email:** connect@lantra.co.uk

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Registered office: Lantra House, Stoneleigh Park, Nr Coventry CV8 2LG



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