6.11 Employment Law and Health and Safety at Work: 10-minute Pack

AQA 8132 · Calculators not allowed · about 10 minutes

Total Marks

Name: _____ Date: ____ / ____ / _____

Answer ALL questions in the spaces provided. Short answers may be phrases; extended answers should use full sentences. Show any working for calculations.

1 Which one of the following is a protected characteristic under the Equality Act 2010 that an employer must not use when making recruitment decisions?

- ☐ A) Age
- ☐ B) Bank balance
- ☐ C) Favourite sport
- ☐ D) Shoe size

(Total for Question 1 is 1 mark)

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2 Which one of the following duties is required of employers by the Health and Safety at Work Act 1974?

- ☐ A) Provide safe equipment and training
- ☐ B) Guarantee profits for employees
- ☐ C) Insure employees against unemployment
- ☐ D) Provide free meals every day

(Total for Question 2 is 1 mark)

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3 State two duties that an employer has under the Health and Safety at Work Act 1974, in the context of a small workshop employing five people.

(Total for Question 3 is 2 marks)

4 Explain why Dalton Hair, a local hair salon, must comply with the Equality Act 2010 when hiring stylists, referring to the business context.

(Total for Question 4 is 4 marks)

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Mark scheme · 6.11 Employment Law and Health and Safety at Work: 10-minute Pack

Question 1

A cao **B1**

Answer: A

Question 2

A cao **B1**

Answer: A

Question 3

provide safe equipment or maintain equipment safely **B1**

provide training and carry out risk assessments **B1**

Answer: Provide and maintain safe equipment; provide training for employees and carry out risk assessments.

Question 4

identifies that the Equality Act 2010 makes it illegal to discriminate on protected characteristics during recruitment **B1**

applies to Dalton Hair as an employer hiring staff **B1**

develops that non-compliance can lead to employment tribunal claims and compensation **B1**

links to an outcome for the salon, e.g. financial cost and reputational damage **B1**

Answer: The Equality Act 2010 forbids discrimination on protected characteristics when recruiting. Dalton Hair, as an employer recruiting stylists, must follow this law. If it discriminates it could face employment tribunal claims and be ordered to pay compensation, and suffer reputational damage which could lose customers, so it must comply.

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