

COMP1205 Workplace contexts and legislation - overview

This and associated resources can be found in EdShare, and are visible from the resources tab on the module page. <http://www.edshare.soton.ac.uk/13648/>

Introduction

The following notes are designed to support an individual study of the broad area of legislation or workplace practice of which you should be aware

- Each of the topic areas is likely to be featured among questions in the exam
- You are only expected to be familiar with the scope of the legislation
- Like the topics associated with Information, Data and Security, you will find relevant chapters in the course text book by Bott Professional Issues in Information Technology.
Copies of the first edition is in the Library, You can see an overview of the second edition on the BCS Web Site. Since the law and issues evolve over time, you are advised to supplement any textbook with individual research.
- You are not expected to become legal experts
- It is helpful to remember that membership of a trades union or a professional body may often offer free legal advice
- As well as legal topics you need to be familiar with the rights and responsibilities that are associated with membership of the British Computer Society.
- Since online references change and need to be maintained, they are located in the module wiki (link)

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Legislation

Employment Laws and Practice

- Equality Act 2010
- Employment Rights Act 1996
- Employment Act 2002

Other laws which may relate to employment

- The Race Relations Act, 1965, 1968, 1976,
- The Race Relations (Amendment) Act 2000
- The Race Relations Act 1976 (Amendment) Regulations 2003
- The Disability Discrimination Act 1995
- The Sex Discrimination Act 1976
- The Equal Pay Act 1970

References

Your Rights at Work, TUC, London, 2010

Profession Issues in Information Technology, Frank Bott, BCS, London, 2014

- Agency Workers Regulations 2010

Other Workplace Legislation/regulations

Public Interest Disclosure Act 1995 (whistleblowing)

- Health & Safety (Display Screen Equipment) Regulations 1992
- Management of Health & Safety at Work Regulations 1992
- Provision and Use of Work Equipment Regulations 1992
- Workplace (Health, Safety and Welfare) Regulations 1992

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Webliography

Employment Law

ACAS: arbitration and conciliation service

<http://www.acas.org.uk/>

Access Legal from Shoosmiths: Legal Advice (video) sales blurb but also a quick overview of the extent of employment rights, makes the (important) point as to why you should think about seeking professional legal advice

http://youtu.be/eaWEE4LKg_o

BCS: overview of the area via index and introduction to Professional Issues in IT by Frank Bott, 2nd Edition (2014)

<http://shop.bcs.org/resources/pdf/9781780171807.pdf>

Chartered Institute for Personnel Development: can be used as a source of information, particularly relevant to diversity and equality issues

<http://www.cipd.co.uk>

Directgov: Official government website/portal

<http://www.direct.gov.uk/en/Employment/Employees/index.htm>

Personnel Today: news section can be useful to check current changes to legislation etc

<http://www.personneltoday.com>

Public Concern at Work: whistleblowing advice line

<http://www.pcaaw.co.uk/>

TUC Know your rights: website providing information and links to leaflets

http://www.tuc.org.uk/tuc/rights_main.cfm

UK Human Rights Blog: a blog by members of the 1 crown office row barristers chambers

<http://ukhumanrightsblog.com/>

UK Government: index to all current legislation

<http://legislation.gov.uk>

Worksmart (TUC) specialist site with news feeds, utilities (calculators, finders etc)

<http://www.worksmart.org.uk/>

Health and Safety

LASA knowledgebase: LASA is a charity providing technology advice, consultancy and easy to read resources to the Third Sector. Information on health and safety is very accessible

<http://ictknowledgebase.org.uk/healthandsafety>

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Professional Practice

BCS: outline of legal advice available for members

<http://www.bcs.org/category/9234>

BCS: Code of Conduct

<http://www.bcs.org/category/6030>

BCS: Code of good practice

<http://bcs.org/upload/pdf/cop.pdf>

SCA online module: provides a useful overview and walkthrough for a range of codes of practice associated with professions in Computing and IT

<http://www.sqa.org.uk/e-learning/ProfIssues03CD/index.htm>