



# Universities and Higher Education:

A guide to good employment for tutors

GREATER MANCHESTER  
**GOOD  
EMPLOYMENT  
CHARTER**

## Message from the Mayor of Greater Manchester

**“In Greater Manchester we want to help our university students and graduates to understand what good work looks like. As tutors, you play a crucial role in shaping their expectations and preparing them to challenge employers who do not meet these standards.**

**By teaching students about what good employment looks like, they will be in a better position to make informed choices about who they want to work for and how they will work. Partly driven by the impact of the pandemic, the world of work has changed.**

**Our perception and priorities around work have shifted. This has been particularly evident in the expectations of people starting out in their careers and working lives. In Greater Manchester, we have developed The Good Employment Charter to help raise the bar and elevate employment standards.”**

Andy Burnham,  
Mayor of Greater Manchester



## What is the Greater Manchester Good Employment Charter?

The Charter is a voluntary membership and assessment scheme, which aims to improve employment standards for all organisations of any size or sector across Greater Manchester.

The Charter sets out seven key characteristics of good employment. Employers make a commitment to uphold the highest set of standards in these characteristics and demonstrate actions have been taken to ensure the comprehensive criteria has been met.

## The characteristics of good employment

**Extending Secure Work** – Employers commit to giving employees clarity over the hours they work, and provide a guaranteed minimum of 16 hours a week - unless the worker requests otherwise. They will not to use unnecessary forms of insecure employment, so they have more security over their income and can manage their work and non-work commitments more easily.

**Extending Flexible Work** – Employees are given the opportunity to work flexibly wherever possible, providing greater equality of opportunity, creating a more diverse and inclusive workplace and helping make better use of the skills and talents of their workforce.

[Download factsheets](#)

**Pay** – Employees can achieve a decent standard of living so that employers can benefit from better retention and workforce engagement, with the savings that brings, employers will pay or work toward paying the ‘Real Living Wage’ set at the level recommended by the [Living Wage Foundation](#).

The Real Living Wage is an independently calculated hourly wage that covers the basic living expenses of an employee and their family. It is voluntary, and higher than the government minimum or government living wage. It takes into account factors like housing, food, transport, and aims to provide a decent standard of living.

Employers will also ensure that they will work towards providing sick pay from day one for all staff at a replacement income rate of 100% of their usual earnings for as long as possible.

**Improving Workplace Engagement & Voice** – Staff can fully contribute to the direction and success of the organisation and shape their roles, with recognised trade unions facilitating the expression of the employees’ collective voice where possible, building effective employee engagement activity and with support from relevant professional bodies.

**Developing Excellent Recruitment Practices** – Employers take full advantage of the diversity and talents across all Greater Manchester communities through transparent, inclusive and fair processes, engaging with schools, further education and higher education providers and employment programmes, making sure staff have opportunities to continually develop and use their skills and experience.

**Improving People Management** – Valuing all our employees and will develop fair and inclusive workplaces, investing in the training and development of the workforce, including managers, and inspiring and motivating staff to make sure they are part of a successful and high performing organisation.

**Fostering Employee Health & Wellbeing** – Supporting the mental and physical health of all our employees, including adjustments for people with long-term conditions and disabilities, delivering high standards of health and safety in the workplace, and so reducing the costs of absences and providing the benefits of a more diverse workforce.

## Resources

This resource pack has been designed to help tutors explain why good work is important and is centred around the characteristics of the Greater Manchester Good Employment Charter.

Tutors can choose from a number of activities below to help devise a lesson plan, based on what students need to know about good work:

### Resource 1 – Presentation Slide deck

This slide deck can be used as the base for a lesson – containing background on the topic, information on the Good Employment Charter, and the implications for employability.

[Download](#)



### Resource 2 – Test your knowledge of employment rights (15 minutes)

Use this to explore students’ knowledge of employment rights. This will help to set the scene for further conversations about good work.

[Download](#)

### Resource 3 – How good is your job quiz? (10/15 minutes)

Use this as an activity for students – allowing time for them to complete the quiz, and then starting a discussion based on the findings.

[Take the quiz](#)

### Resource 4 – Exploring the Greater Manchester Good Employment Charter (30/45 minutes)

This activity utilises the resources on the Greater Manchester Good Employment Charter website. Encourage group work, where students put together a ‘pitch’ on the benefits on becoming a Member of the Charter. They can then present these pitches to the other groups, creating compelling arguments relevant to their real or hypothetical company in a particular sector. Follow this up with a discussion evaluating the characteristics of the Charter.

[Download](#)

### Resource 5 – What would you do in the following scenarios? (15 minutes)

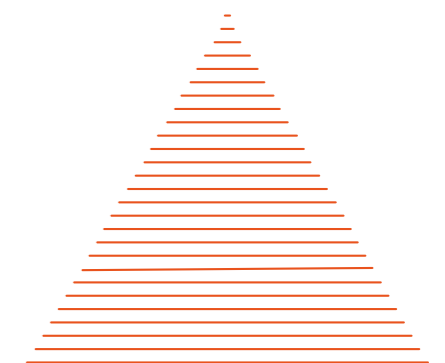
This will comprise of a number of scenarios based on employment related challenges. Students can do the questions individually, and then discuss in pairs before providing feedback to the group. There may be no right or wrong answers to some questions.

[Download](#)

### Resource 6 – Class discussion points

At the end of the session on good work, these questions will allow for reflection on the topic.

[Download](#)





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