Legal Influences & Laws Part 2

Hello, and welcome to Video 4
Legal Influences & Laws Part 2.

Hello, and welcome to Legal Influences, Part 2, which is the fourth video of the Fitness in Business Resources.
Again, it's just something more to be aware of – to give you the opportunity for further research to include in your booklets.

- Equal opportunities and discrimination laws that bosses need to follow and need to be aware of. Pleading ignorance is not a relative reason or excuse.
- Statutory requirements.
- Thinking about trade unions and what trade unions do and who they are and what their roles play within business operations.
- Employment laws. Treatment of employees falls under "internal customer service". If you get your internal customer service right, external customer service will take care of itself.
- The Employment Act of 2002 provides guidelines for how employees should be treated. These guidelines include: details on maternity/paternity leave; the rights of parents to request flexible working hours; disciplinary and grievance procedures. And if you want to start your own coaching business, make sure you examine all of the above fully.
- Working time regulations. As a business owner, you don't work 9 to 5, Monday to Friday. You might work at all sorts of different hours to keep your business up and running. But you need to be aware of your staff and when they should work- what schedules are working, what they do. Often, in our industry we do shift work and unconventional shift patterns. We need to make sure we're supporting the wellbeing of our staff if we want to retain them.

Working time regulations, Christmas Day Trading Act, and some more employment laws for us to be aware of. And then:
- working hours,
- job-related training,
- job-related travel,
- working lunches,
- time spent working abroad,
- paid and some unpaid overtime,
- time spent on call at the workplace

These are all aspects that come under work hours and employment law.