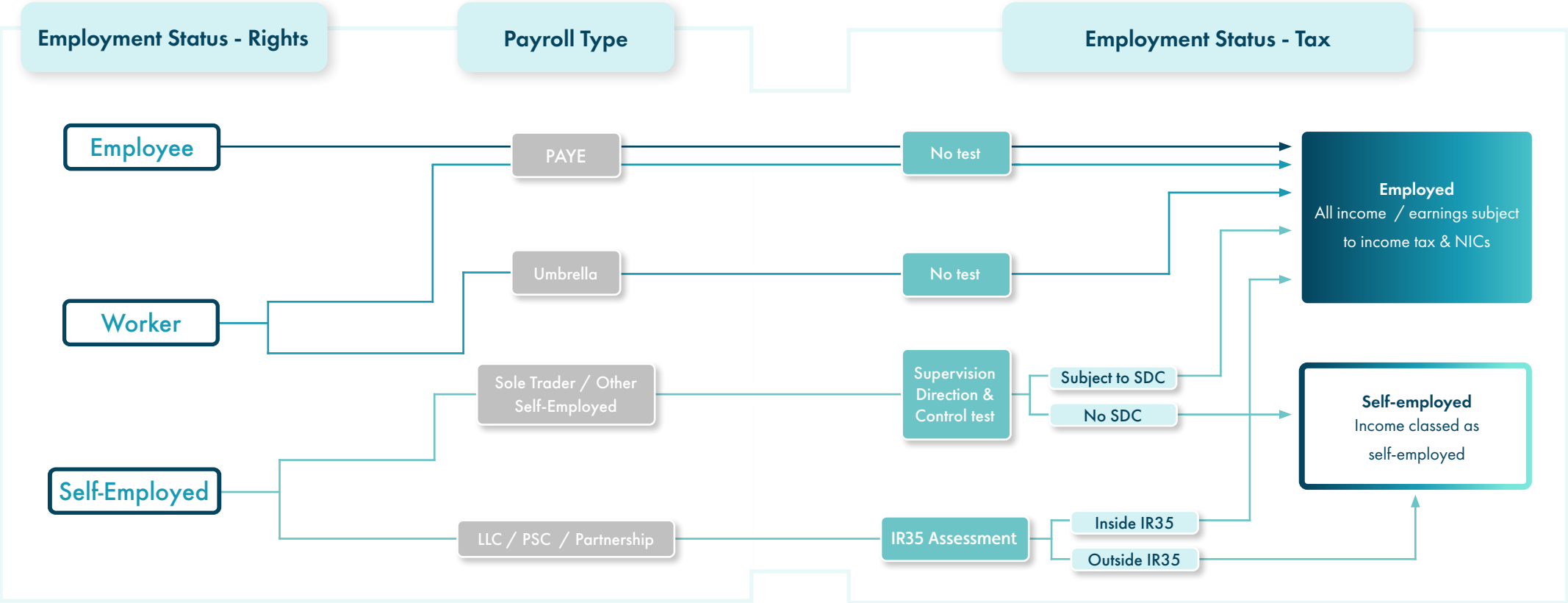




EMPLOYMENT RIGHTS

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	Statutory right/protection	Self-employed	Worker	Employee
Rights Applicable to all	Health & Safety procedures	✓	✓	✓
	Conduct Regulations protection (if agency worker)	✓	✓	N/A
	Data subject rights under Data Protection Act / GDPR	✓	✓	✓
Worker Rights	Protection from unlawful deductions from wages	X	✓	✓
	National Living Wage / Minimum Wage	X	✓	✓
	Working Time Regulations	X	✓	✓
	Part-Time Worker Regulations (if applicable)	X	✓	✓
	Itemised payslip	X	✓	✓
	Written statement of particulars on Day 1	X	✓	✓
	Agency Worker Regulations (if agency worker)	X	✓	N/A
	Paid holidays	X	✓	✓
	Statutory sick pay	X	✓	✓
	Statutory maternity / paternity pay (not leave)	X	✓	✓
	Shared parental leave (not pay)	X	✓	✓
	Pension enrolment	X	✓	✓
	Protection from discrimination	X	✓	✓
	Protection from whistleblowing	X	✓	✓
Protection from detriment for trade union membership	X	✓	✓	
Employee Rights	Minimum period for notice of termination	X	X	✓
	Guaranteed pay	X	X	✓
	Maternity / paternity / adoption pay and leave	X	X	✓
	Shared parental pay	X	X	✓
	Occupational benefits (in addition to or in excess of statutory minimum)	X	X	✓
	Right to request flexible working	X	X	✓
	Right to request time off for study or training	X	X	✓
	Unfair dismissal	X	X	✓
	Written reasons for dismissal	X	X	✓
	Redundancy pay	X	X	✓