



Business lesson 1

– Student worksheet

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Learning aim:

To interpret data to justify ethical decision making.

Scenario:

A human resources (HR) manager at a pharmaceutical company has been asked to carry out an equality review and share this information with their line manager.

Career spotlight:

Human resources (HR) managers look after people within an organisation. It is an important role because they develop, deliver and manage HR policies and plans. Their responsibilities include recruiting new employees, developing employee relations and keeping up to date with equality and health and safety laws. They need to be excellent communicators with the ability to work well with others.

Question 1 – What is a pharmaceutical company?

Question 2 – Using graph 1, how many employees at the pharmaceutical company identify themselves in the category 'White'?

Question 3 – Using graph 2, what does the graph show?

Question 4 – Using graph 2, is the company making progress in reducing their ethnicity pay gap?

Question 5 – Using graph 2, should the company consider any other data when analysing their ethnicity pay gap?

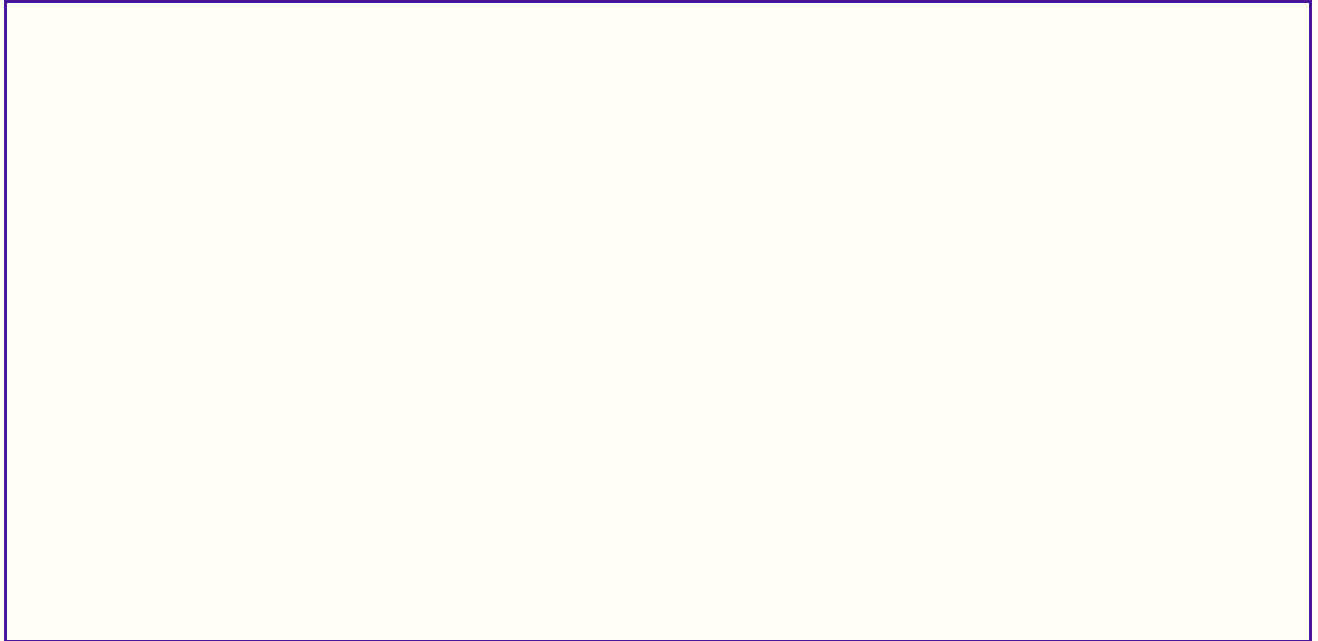
Question 6 – Why does the data in graphs 1 and 2 matter to companies such as the pharmaceutical company?

Question 7 – What can we do to improve our recruitment process?

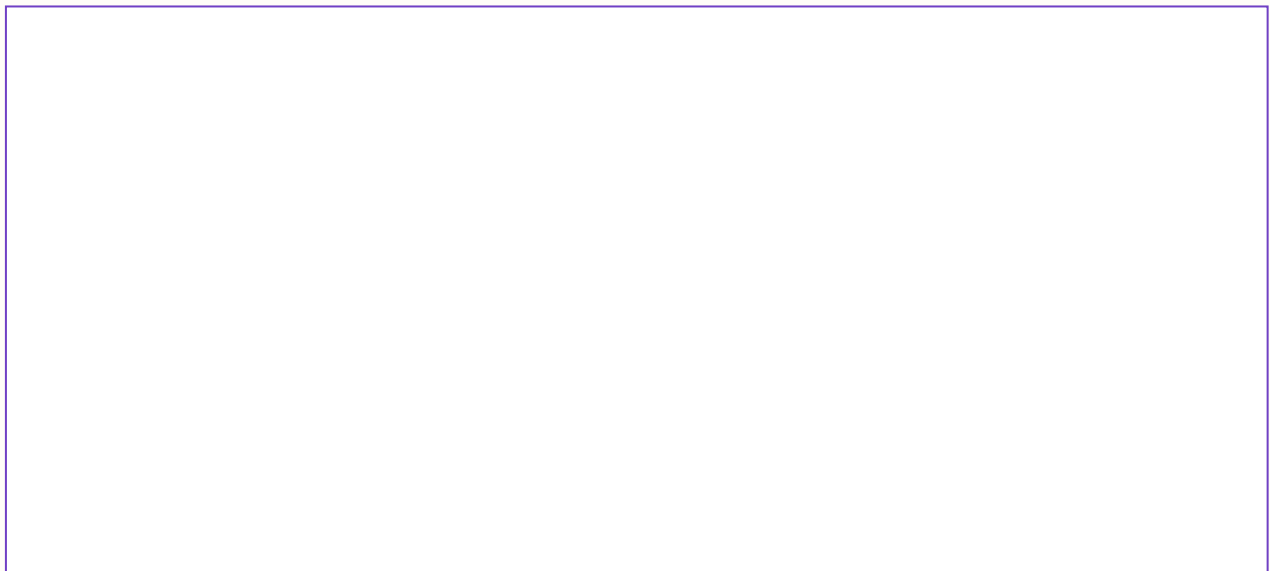
Question 8 – What changes can we implement within our business?

Question 9 – How can we promote the actions which we are undertaking?

Question 10 – Calculate the total number of employees who identify themselves as Black, Black British, Caribbean or African.

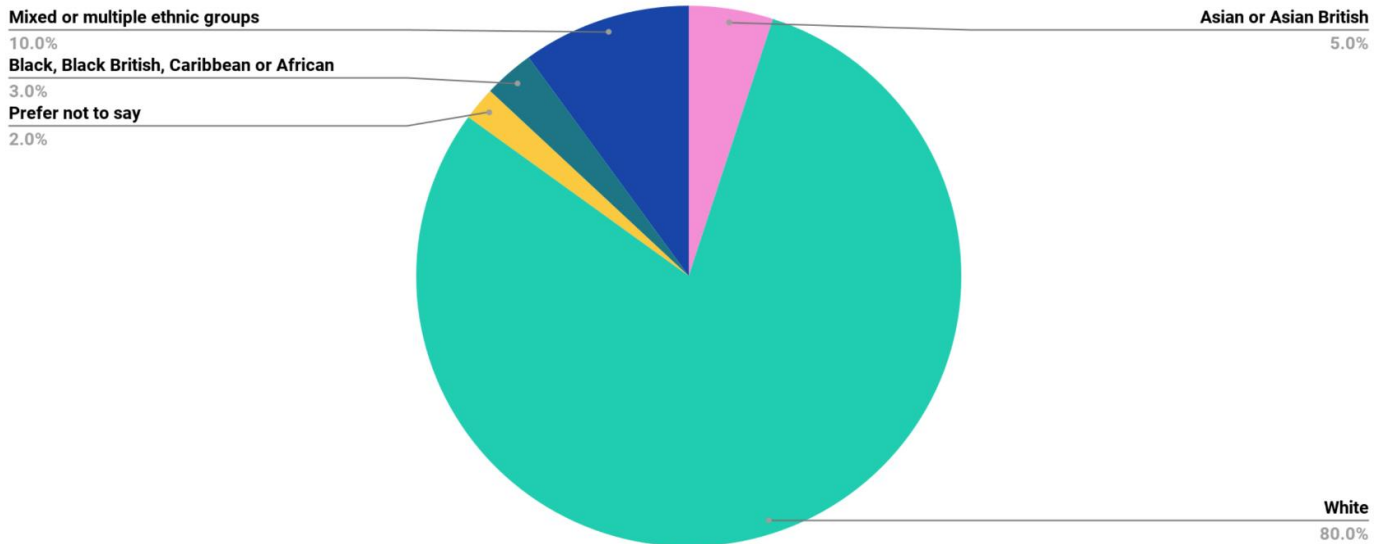
A large, empty rectangular box with a thin black border, intended for the student to write their answer to Question 10.

Question 11 – Calculate the total number of employees who opted for the prefer not to say option.

A large, empty rectangular box with a thin black border, intended for the student to write their answer to Question 11.

Graph 1

Ethnicity breakdown of our 3800 employees



Mixed or multiple ethnic groups 10.0%

Black, Black British, Caribbean or African 3.0%

Prefer not to say 2.0%

Asian or Asian British 5.0%

White 80.0%

Graph 2

