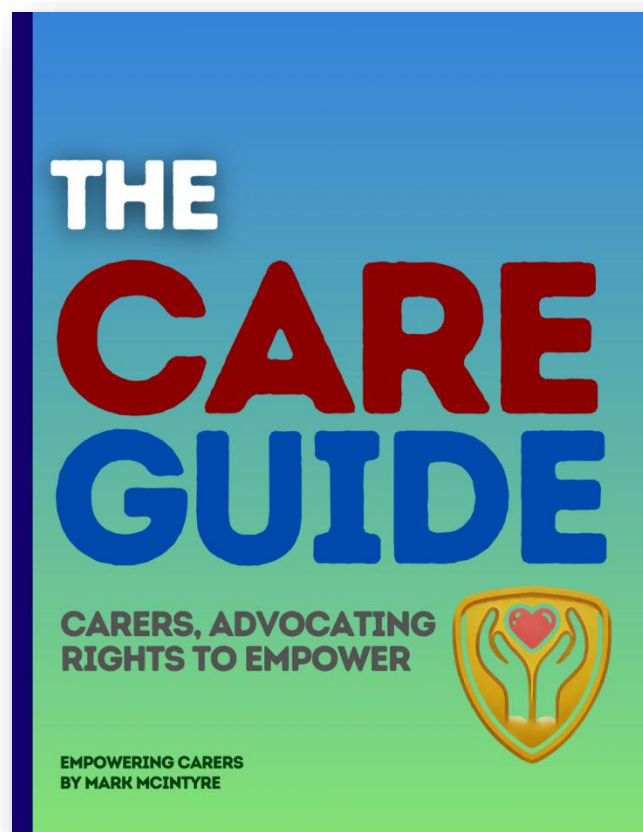


STORY 9

The Right to Fair Pay

Reflection and Teaching Aid

Section B of The Care Guide – Advocacy Stories



Training Resource Sheet

Story 9: Petal the Fairy: The Right to Fair Pay

(From Section B – Advocacy Stories)

Story Summary

Petal the Fairy works as hard as anyone else, sometimes harder. But when payday comes, she is given less with no real explanation. When she questions it, she is told she “doesn’t need as much” or that “experience takes time.” Petal begins to doubt her worth until she meets others who show her the importance of fair pay and the right to challenge unfair practices. This story explores how carers and service users alike may be undervalued and underpaid - and how silence allows inequality to grow.

Training Focus Areas

1. **Fair Pay in the Care Sector**
 - What does fair pay mean in practical terms?
 - How do pay gaps affect morale, motivation, and retention?
 2. **Recognising Pay Injustice**
 - Are there workers being underpaid or overlooked for bonuses or raises?
 - What excuses are sometimes used to justify pay inequality?
 3. **Advocating for Financial Dignity**
 - How do we talk about money in a sector where “doing it for love” is often weaponised?
 - How can service users also be supported to understand and pursue fair income?
 4. **Courage to Question**
 - What stops people from challenging unfair pay?
 - How can teams build a culture where speaking up is safe and supported?
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Discussion Questions

- Have you ever felt uncomfortable discussing pay or money at work? Why?
- What would a transparent and fair pay system look like in your role?
- How do we respond to colleagues who feel underpaid or undervalued?
- What does financial dignity mean for the people we support?

Practical Actions

- **Role Play:** Practise how to respectfully raise a concern about pay or fairness in workload.
 - **Reflective Task:** Write one sentence you would say to a new colleague to help them know their worth.
 - **Weekly Challenge:** Research and share one resource or helpline about worker rights in care.
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Key Learning Outcome

Everyone has the right to fair pay. Respecting effort, experience, and contribution builds dignity and equality in every part of care work.

How to Use This Resource

Use this sheet in sessions focused on rights, staff development, or workplace culture. Petal's story encourages open conversation about value - and the courage to speak up when it's missing.

Date:

Time:

Place:

Name of presenter:

Names of staff in attendance:

Name of service users taking the lesson:

Feedback: