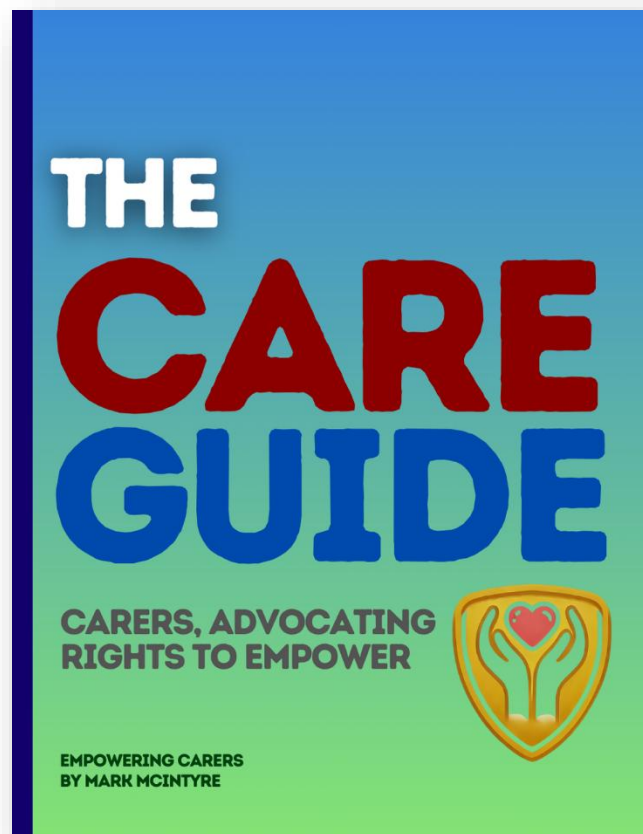


# STORY 2

## Unfair Pay at the Gnome Mines

*Reflection and Teaching Aid*

*Section B of The Care Guide – Advocacy Stories*



## Training Resource Sheet

### Story 2 Nugget the Gnome: Unfair Pay at the Gnome Mines

(From Section B – Advocacy Stories)

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#### Story Summary

Nugget the Gnome works hard in the Gnome Mines but is paid less than others doing the same job. He is told he should be grateful for the opportunity and is discouraged from raising concerns. With the help of a friend, he learns that he has the right to fair treatment and takes steps to speak up, despite fear of retaliation. The story highlights exploitation masked as kindness and the importance of knowing your rights.

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#### Training Focus Areas

1. **Recognising Workplace Exploitation**
    - What does unfair treatment look like in a care setting?
    - How can workers be subtly discouraged from questioning inequality?
  2. **Understanding Rights Around Pay and Conditions**
    - What are your rights as a care worker regarding fair pay?
    - How do we spot and respond to unlawful or unethical employment practices?
  3. **The Power of Speaking Up**
    - How can carers support each other in raising concerns?
    - What risks are involved, and how can they be safely managed?
  4. **Empathy for Those Afraid to Complain**
    - Why might someone stay silent about mistreatment?
    - How can we create a culture where staff feel safe to speak?
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#### Discussion Questions

- Have you ever seen or experienced unfair treatment related to pay or workload?
- What might make someone feel too afraid to raise a concern?
- How do we respond when someone says "You should just be grateful"?
- What systems should be in place to help staff speak up safely?

## Practical Actions

- **Role Play:** Practise supporting a colleague who raises a concern about unfair pay or workload.
  - **Reflective Task:** Write down what a fair workplace looks like to you - share your ideas in the next meeting.
  - **Weekly Challenge:** Find and share one resource or helpline related to workers' rights in care.
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## Key Learning Outcome

Everyone deserves fair treatment. Understanding your rights, supporting others, and speaking up safely are essential to building a just and respectful care environment.

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## How to Use This Resource

Use this sheet in reflective supervision, team learning, or during HR or onboarding sessions. Refer to the story again with your team - scan the QR code to revisit the narrative anytime.

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**Date:**

**Time:**

**Place:**

**Name of presenter:**

**Names of staff in attendance:**

**Name of service users taking the lesson:**

**Feedback:**