00:00:05:06 - 00:00:07:02

Meeting people's rights isn't

00:00:07:02 - 00:00:11:02

just this thing that we should do in law.

00:00:11:02 - 00:00:14:09

People have rights that their rights

met full stop, of course.

00:00:14:09 - 00:00:18:08

But meeting people's rights creates

a better working environment,

00:00:18:08 - 00:00:22:04

so it's better for the team,

which in the long run,

00:00:22:04 - 00:00:24:06

has better outcomes for

the people that we work with.

00:00:24:06 - 00:00:29:06

The difficulty about rights-based is that

it's easy to forget people's rights.

00:00:29:07 - 00:00:34:06

In times of stress, we almost feel like

we're working to give people something.

00:00:34:07 - 00:00:38:07

And actually what we're doing is,

they have rights to those things.

00:00:38:07 - 00:00:43:21

A rights-based approach isn't

just that I get my rights met,

00:00:43:21 - 00:00:47:01

it's that the people around

me get our rights met

00:00:47:01 - 00:00:52:06

because that benefits me, that diversity

and people being happy at work

00:00:52:06 - 00:00:55:00

doesn't just help them,

it helps me as well.

00:00:55:00 - 00:00:56:24

Helps to have better outcomes.

00:00:56:24 - 00:00:59:00

Recognising that people

have different ways of working

00:00:59:00 - 00:01:01:07

different needs.

00:01:01:08 - 00:01:06:00

So not having those fixed hours where

00:01:06:00 - 00:01:10:00

you're sitting there watching

what time someone gets to work

00:01:10:00 - 00:01:13:00

or what time someone finishes work,

00:01:13:00 - 00:01:17:03

much more judging them

by the output that they do,

00:01:17:03 - 00:01:23:03

which then recognises people who may have,

for example, caring responsibilities or

00:01:23:03 - 00:01:25:06

disabilities or different

00:01:25:06 - 00:01:27:10

differing needs.

00:01:27:10 - 00:01:31:06

I knew a student who was

struggling to get to lectures

00:01:31:06 - 00:01:35:08

because she needed to find somewhere

to pray on Friday afternoons.

00:01:35:08 - 00:01:39:04

And I just said, "use my room".

00:01:39:04 - 00:01:41:01

Feels like a really tiny thing.

00:01:41:01 - 00:01:45:00

And then she attended all her lectures.

00:01:45:00 - 00:01:49:05

So it's not necessarily a set of skills

that you learn from a book,

00:01:49:05 - 00:01:52:06

but it's that it's attitudinal change

00:01:52:06 - 00:01:55:03

and changes, and ongoing changes.

00:01:55:03 - 00:01:58:08

Sometimes it becomes

a really difficult thing to articulate

00:01:58:08 - 00:02:03:02

because it's not necessarily

a thing that I have to think about.

00:02:03:02 - 00:02:08:00

It's the way I am and the way people

00:02:08:00 - 00:02:09:03

expect me to respond.

00:02:09:03 - 00:02:12:00

So it's just the culture of the way I work.