

Get Real with money develops financial capability and life skills in secondary students and covers learning objectives within the UK financial education curricula. The resource spans six episodes each comprising a short film, a dynamic teacher's presentation, PDF worksheets, and a flexible lesson plan (30, 60 or 90 minute sessions or combine to use on a curriculum/enterprise day).



EPISODE 4

Rio and Amber get friendly over tax, national insurance and the minimum wage! With so many teens being underpaid for part-time work, your students will easily identify with the scenarios in this 'job' episode and learn some valuable, real-life information as they go through the activities. By developing employability skills, reading a payslip and discussing careers and spending power now, students will become familiar with what's required in the workplace and what to expect of themselves at the start of their careers.

LEARNING OBJECTIVES

- ▶ Students will know and be able to explain the different parts of a payslip, know what deductions are made and where the money is used.
- ▶ Students will know how to be best prepared for an interview and be able to analyse their strengths and weaknesses and address them in order to answer competency-based interview questions.

CURRICULUM LINKS

11-14 years

- ▶ Tracking income and expenditure.
- ▶ Job search skills.
- ▶ Transferable life skills.
- ▶ Self-evaluation.

14-16+ years

- ▶ How public money is raised.
- ▶ Savings and pensions.
- ▶ Model realistic situations mathematically within a given range of functions.
- ▶ Transferable life skills.
- ▶ Self-evaluation and analysis.
- ▶ Know the link between qualifications and earning potential.

LESSON BREAKDOWN	TIMING	INSTRUCTIONS
<p>Introduction Slide 1: Character introduction Slide 2: Learning Objectives Slide 3: Film</p>	5mins	<ul style="list-style-type: none"> ▶ Introduce the characters and learning objectives using slides 1-3. ▶ Use the film as a group discussion tool: <ul style="list-style-type: none"> - What are their thoughts? - Do they think it is realistic? - What would they do?
<p>Payslips Slide 4: Interactive payslip</p>	5mins	<ul style="list-style-type: none"> ▶ Look at the payslip and click to reveal information/descriptions of each area. Active areas to click are highlighted in purple and are as follows: PAYE Tax, Tax Code, Nat Ins Number, Net Pay.
<p>Payslips Tax, Pensions and National Insurance PDF 1: Payslip - Worksheet (x2) Slide 5: Interactive Payslip 2</p>	30mins	<ul style="list-style-type: none"> ▶ Students to complete PDF 1 Payslip - Worksheet filling in the blank areas with salary information including: overtime, pension, tax, national insurance etc. (Cumulative to 5/12 in tax year.) ▶ Check answers using Slide 5: click on the orange question marks to reveal the correct figures.
<p>Employability Skills Slide 6: Who would you employ? Slide 7: Employability Skills PDF 2a: Employability Skills Interview Support - Worksheet (x4) Slide 8: Employability Skills - Rio PDF 2b: Employability skills - Interview competency questions - Worksheet (x2)</p>	60mins	<ul style="list-style-type: none"> ▶ Referring to Slide 6, ask students if they were an employer which character they would employ and why? Group discussion. ▶ Refer to Slide 7 for skills employers look for. Clicking on each skill will reveal information about what that skill means in practice. Handout PDF2a Employability Skills Interview Support - Worksheet, for students to complete. This enables the student to do a self-analysis of skills that employers are looking for, find out what the gaps are and set themselves targets to fill the gaps. ▶ Use Slide 8 to compare students' answers with example answers from Rio, or as a prompt for the session. Some of the categories Rio has no answer for, so students can suggest ways for Rio to gain skills in this area and fill the gaps in his answers. ▶ The students can then use their answers to complete PDF 2b Employability skills - Interview competency questions. This can be done on paper or by setting up an interview panel with students taking turns to be interviewer/interviewee.

LESSON BREAKDOWN	TIMING	INSTRUCTIONS
<p>Extension</p> <p>PDF 3a: Careers & Spending Power: Jobs, Salaries & Qualifications - Worksheet (x2)</p> <p>Slide 9: Hairdresser, Dentist, Plumber, Journalist - Sample answers.</p>	45mins	<ul style="list-style-type: none"> ▶ Use PDF 3a Careers & Spending Power: Jobs, Salaries & Qualifications - Worksheet. Students to complete the salaries for a variety of occupations. Students work in groups to discuss their answers and thoughts about the link between salaries and qualifications. ▶ Give each group three of the occupations and ask them to draw / discuss their lifestyles and appoint a group leader to share information. ▶ Refer to Slide 9 for visual examples and average salaries of four selected occupations.
<p>Consolidation Quiz</p> <p>Slides 10-12</p>	5mins	<ul style="list-style-type: none"> ▶ Use the final three slides to ask questions, check understanding and find out how far learning objectives have been met.

ANSWERS

PDF 1: Payslip - Worksheet	<ol style="list-style-type: none"> 1. £25,500 divided by 12 = £2,125.00. Then multiply by 5 = £10,625.00 2. £25,500 minus £11,000 = £14,500. 20% of £14,500 = £2,900 tax for a year. £2,900 divided by 12 = £241.67 3. One month = £ 241.67. So 5 months is x 5 = £1,208.35. 4. £155 x 52 = £8,060. £25,500 - £8,060 = £17,440. Then 12% of this = £2,092.80 due over year. Then work out 5/12 of this = £872.00 5. 20% of £200 = £40. 6. 10 x £20 = £200 7. 20% tax = £40 8. NI at 12% = £24. 9. £200 minus £40 and minus £24 = £136 left. 10. £1,548.93; £1,684.93.
PDF 3a: Careers & Spending Power: Jobs, Salaries & Qualifications - Worksheet	<p>Police Officer - £36,500; IT Specialist Manager - £49,194; Dentist - £50,268; Train Driver - £47,101; Doctor (GP) - £69,463; Pharmacist - £37,439; Journalist - £34,639; Probation Officer - £30,026; Midwife - £34,500; Plumber - £27,330; Roofer - £22,809; Fork lift truck driver - £20,500; Bank Customer Service Officer - £19,557; Chef - £17,513; Travel Agent - £17,081; Care Worker - £14,650; Hairdresser - £17,400; Sales Assistant - £15,000; Bar staff/waiter - £13,445.</p>

ANSWERS

Slides 10-12: Quiz

- 1: National Insurance contributions ('NIC') help to pay for some state benefits including retirement pensions.
- 2: Refer back to PDF 2a Employability Skills Interview Support - Worksheet.
- 3: Competency-based questions require examples of real-life experiences, asking why, how, and what the overall outcome was. They are used to check that an interviewee has the relevant skills that the interviewer is looking for.

FURTHER INFORMATION

INCOME TAX

- ▶ Personal allowance will be increased to £11,000 for 2016-17.
The basic rate limit will be increased to £32,000 for 2016-17.
- ▶ Current information at gov.uk/income-tax-rates/current-rates-and-allowances.

NATIONAL INSURANCE

- ▶ National Insurance contributions ('NIC') help to pay for some state benefits including retirement pensions.

COMPETENCY-BASED QUESTIONS

- ▶ You are able to get this from many places, e.g. banks, large supermarkets, travel agents. You can use a comparison website to get the best deals but check the levels of cover as they will vary.
- ▶ It will cover you if you need to see a doctor, got to hospital or need to see a dentist and cover your valuables such as camera, luggage and money.