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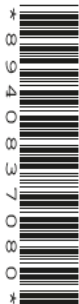
Monday 22 May 2023 – Morning

AS Level English Language

H070/02 Exploring contexts

Resource Booklet

Time allowed: 1 hour 30 minutes



INSTRUCTIONS

- Each question tells you which part of the Resource Booklet to refer to.
- Do **not** send this Resource Booklet for marking. Keep it in the centre or recycle it.

INFORMATION

- This document has **8** pages.

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Section B

Exploring Language in Context

Text A

Text A is from an article on *The Guardian's* website. The author considers the dangers of posting negative comments about an employer on social media. It was published in November 2011.

How your Facebook status could put you out of work

By Philip Landau



Employers often have a social media policy in your contract, strengthening their position in a tribunal.

Thinking of badmouthing your employer or work colleagues on a social networking site? After the case of the Apple employee, whose dismissal for doing just that was this week upheld by an employment tribunal, you'd be well advised to think again.

On the face of it, social networking outlets such as Facebook and Twitter might appear to offer people an arena for venting their spleen on any issues, including gripes and grievances about work.

But although they may well be your own private views, such forums are often viewable by anyone, and you may face repercussions from your employer if you choose to write about work issues, regardless of whether it's from your desk, home or mobile phone.

Many companies now have a social media/blogging policy as part of their contractual terms with employees, providing clear limitations about the permissible contents of a blog. This may also limit use of your work PC to access social media websites (or other sites) during work hours.

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Such policies put employers in a much stronger position when they want to take action against employees writing things they don't approve of. In serious cases, giving vent to your feelings about work could amount to gross misconduct and, therefore, instant dismissal.

Employment tribunals are starting to get to grips with the use of social media sites, and have recently upheld a number of dismissals against employees for gross misconduct relating to blogging about work.

Some would argue that the ability of an employer to reach out even to private blogs smacks of Big Brother.* However, there is an implied term of "trust and confidence" incorporated into every contract of employment, together with a further obligation not to bring your employer into disrepute. Such implied terms override the "where, when and how" such comments are made.

It is not just careless comments on social media sites that can land you in trouble. There have been numerous instances of employees facing disciplinary action for criticising bosses or work colleagues verbally or otherwise.

There is a big difference between harmless banter and comments that go to the heart of the employment relationship and thereby undermine that all-important "trust and confidence" term in your contract. It will be a matter of fact and degree in every case and some will be easier to determine than others.

Relevant factors would include whether the employer was identifiable, the impact on the employer's image, the nature of the comments posted, and who was privy to them (if customers or clients, this would surely work against the employee).

In this harsh financial climate, there are bound to be tetchy relationships at work, but there is a fine line between what is acceptable and what is not. If you cross the line and unreasonably badmouth your employer or work colleagues, you could find yourself out of a job.

Philip Landau is an employment lawyer at Landau Zeffertt Weir

***Big Brother** – the all-powerful dictator in George Orwell's novel, 1984.

Text B

Text B is an online version of an article originally published in the magazine *Dancing Times*.

Girl power

Posted on February 28, 2019

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Strictly Come Dancing's Dianne Buswell talks to Nicola Rayner about a new touring show, Here Come The Girls

© Dancing Times, www.dancing-times.co.uk. Item removed due to third party copyright restrictions. Link to material: <https://www.dancing-times.co.uk/girl-power/> Text starts with: 'For one reason or another, 2019 seems to be the year of the same-sex ballroom show' and ends with 'the three of us are so completely different and there will be some funny things to do with that, too'

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A longer version of this interview is available in the March 2019 issue of *Dancing Times*.
[Click here to purchase a copy.](#)

Nicola Rayner

Nicola Rayner was editor of *Dance Today* from 2010 to 2015. She has written for a number of publications including *The Guardian*, *The Independent* and *Time Out Buenos Aires*, where she cut her teeth as a dance journalist working on the tango section. Today she continues to dance everything from ballroom to breakdance, with varying degrees of success. Her debut novel, *The Girl Before You*, was published last year in paperback, ebook and audiobook.

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