



## **Module Specification**

### **Employment Law**

Version: 2024-25, v1.0, 26 Jan 2023

#### **Contents**

<b>Module Specification .....</b>	<b>1</b>
<b>Part 1: Information .....</b>	<b>2</b>
<b>Part 2: Description .....</b>	<b>2</b>
<b>Part 3: Teaching and learning methods .....</b>	<b>3</b>
<b>Part 4: Assessment.....</b>	<b>4</b>
<b>Part 5: Contributes towards .....</b>	<b>6</b>

## Part 1: Information

**Module title:** Employment Law

**Module code:** UJUUMG-30-2

**Level:** Level 5

**For implementation from:** 2024-25

**UWE credit rating:** 30

**ECTS credit rating:** 15

**Faculty:** Faculty of Business & Law

**Department:** FBL Dept of Law

**Partner institutions:** None

**Delivery locations:** Frenchay Campus

**Field:** Law Undergraduate (Programmes)

**Module type:** Module

**Pre-requisites:** None

**Excluded combinations:** None

**Co-requisites:** None

**Continuing professional development:** No

**Professional, statutory or regulatory body requirements:** None

## Part 2: Description

**Overview:** The module will examine the fundamental principles of employment law including the law relating to employment status; the law relating to employment contracts; statutory employment rights and contractual and statutory claims. It will take a practical approach, focusing on using knowledge of the law to problem-solve in relation to employment law issues arising in contemporary workplaces.

It will be linked to the Student Lawyer project, where students will engage in wider project work involving external engagement as well as personal and professional development activities.

**Features:** Not applicable

**Educational aims:** The aim of this module is to enable students to develop a systematic understanding of employment law and to develop their practical legal and academic skills within this subject context.

**Outline syllabus:** The indicative syllabus for this module includes:

Employment status

The contract of employment, formation, operation and termination

Restraint of trade and confidentiality

Unfair Dismissal

Redundancy

Equality law in the workplace

### **Part 3: Teaching and learning methods**

**Teaching and learning methods:** The learning on this module will take place through a variety of modes including directed independent learning, self-directed learning, and group activities. Students will need to adopt a proactive approach to the module and engage with the full offer of learning opportunities to ensure successful achievement of the learning outcomes.

The module is designed to offer an authentic learning experience in which students will apply theoretical principles they have researched and studied to practical scenarios. For example, students may be expected to be able to prepare and present brief outlines of and/or commentary on the relevant law; their analysis of specific problems and their 'solutions' to specific case studies in the small group sessions.

Through the Student Lawyer Project students will engage in project work which will further support their development of independent learning skills; research; team

work; time management; presentation skills and the capacity for effective reflection on their learning.

**Module Learning outcomes:** On successful completion of this module students will achieve the following learning outcomes.

**MO1** Evidence a good current knowledge and some critical understanding of the key theories, concepts, and practices of employment law in England and Wales.

**MO2** Take a systematic approach to research and enquiry, including accurate identification of issues and relevant information from a range of primary and secondary legal sources and other data.

**MO3** Identify and solve problems presented within theoretical or real-world challenges in a broadly systematic manner.

**MO4** Recognise, respect and value diversity of experience and the perspectives of others, and demonstrate an understanding of the principles and values of law, justice, and legal ethics.

**Hours to be allocated:** 300

**Contact hours:**

Independent study/self-guided study = 234 hours

Face-to-face learning = 66 hours

Total = 300

**Reading list:** The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://rl.talis.com/3/uwe/lists/50436CAE-2FCC-ABFA-F14A-5EC621AA2C70.html?lang=en) via the following link <https://rl.talis.com/3/uwe/lists/50436CAE-2FCC-ABFA-F14A-5EC621AA2C70.html?lang=en>

## **Part 4: Assessment**

**Assessment strategy:** The assessments aim to support students in developing knowledge, research, problem solving and advising skills in contextualised settings relevant to the legal issues addressed across the syllabus.

Online Examination 35% (24 hrs) : This will comprise a choice of problem questions relating to factual real world scenarios, students will need to demonstrate their understanding of the law and also their ability to analyse and apply legal principles to factual situations.

Written Assessment (65%) 2500 words : This assignment comprises three parts, advice on a practical problem based on extended case study documentation relating to statutory employment rights, and a piece of research based on a current issue relevant to equality in the workplace. The third part is contribution to a reflective piece relating to the Student Lawyer project

### **Assessment components:**

#### **Examination (Online) (First Sit)**

Description: Exam Online .One question based on a problem scenario in the context of the first semester syllabus coverage, primarily employment status and the contract of employment.

Weighting: 35 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3

#### **Written Assignment (First Sit)**

Description: Written Assessment This assignment comprises three parts, advice on a practical problem based on extended case study documentation relating to statutory employment rights, and a piece of research based on a current issue relevant to equality in the workplace.

The third part is contribution to a reflective piece relating to the Student Lawyer project.

Weighting: 65 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

**Examination (Online) (Resit)**

Description: Exam online. One question based on a problem scenario in the context of the first semester syllabus coverage, primarily employment status and the contract of employment.

Weighting: 35 %

Final assessment: No

Group work: No

Learning outcomes tested: MO1, MO3

**Written Assignment (Resit)**

Description: Written Assessment. This assignment comprises three parts, advice on a practical problem based on extended case study documentation relating to statutory employment rights, and a piece of research based on a current issue relevant to equality in the workplace.

The third part is a reflective piece contributing to the Student Lawyer project.

Weighting: 65 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3, MO4

**Part 5: Contributes towards**

This module contributes towards the following programmes of study:

Law [Frenchay] LLB (Hons) 2023-24

Law [Villa] LLB (Hons) 2023-24

Law {Foundation} [Frenchay] LLB (Hons) 2023-24