CORPORATE AND ACADEMIC SERVICES

MODULE SPECIFICATION

Part 1: Basic Data						
Module Title	Law and Equality at Work					
Module Code	UMPD7J-15-2		Level	2	Version	1
Owning Faculty	Business and Law		Field	HRM		
Contributes towards	BA (Hons) Business Studies; BA (Hons) Business and HRM					
UWE Credit Rating	15	ECTS Credit Rating	7.5	Module Type	Project	
Pre-requisites	None		Co- requisites	None		
Excluded Combinations	None		Module Entry requirements			
Valid From	September 2013		Valid to			

CAP Approval Date	

Part 2: Learning and Teaching
Learning Outcomes

On successful completion of this module students will be able to:

- Describe and explain the key theoretical interpretations of inequality and discrimination in the labour market
- Explain the role of Europe in the setting of anti-discrimination legislation.
- Understand and explain the main points of the discrimination and equal treatment legislation in the UK and demonstrate knowledge of the leading case law.
- Explain theories of equal opportunities and the management of diversity and their role in anti-discrimination policy and practice. (Component B)
- Identify key sources of labour market statistical data and critically assess their use in helping organisations to establish good equal opportunities and diversity management practice.
- Understand and assess the role of the government, NGOs, employers and trade unions in using the law to eradicate discrimination in the workplace.
- Develop research, presentation and appropriate academic writing skills
- Critically evaluate theoretical accounts of labour market discrimination, equal opportunities and the law
- Develop the ability to debate complex ideas
- Access and critically interpret relevant labour market data sources

In addition the educational experience may explore, develop, and practise but not formally discretely assess the following:

- Skills in independent learning, group work, discussion and debate

Syllabus Outline	- The development of equality law in the UK and Europe - The labour market context of equality and diversity - Sex, gender and sexuality - Equality, skill and reward – the gender, ethnic, disability pay gaps - Disability - Ethnicity and religion - The L&E project – Academic research, analysis and writing - Age in the workplace - Contracts of employment, including legal obligations for recruitment and selection - Non-standard contracts – part time work, agency work, temporary work - Enacting change – who are the change agents and what is their role? - Theorising equality – critical issues in law and equality - The future of equality
Contact Hours/Scheduled Hours	Module delivery will be based on 3 hours of scheduled learning and teaching activities per teaching week which will consist of a combination of: - lectorials - for the delivery of core syllabus concepts and the application of core concepts to case study material through problem-based learning - skills development workshops - to support the development of the project-based assignment
Teaching and Learning Methods	The module is organised thematically. Each week's teaching will contribute to a holistic understanding of the integration of legal principles and requirements into the HRM function and its activities. This will establish with students the linkages between theory and application in the workplace. It will also support students in their future choices of dissertation topic once on placement. - **Scheduled learning** includes lectorials and skills workshops (36 hours) - **Independent learning** includes 110 – 120 hours engagement with essential reading, case study preparation, assignment preparation and completion. Extensive use will be made of Blackboard to support students' learning; to facilitate interactions between students, eg discussion groups. Students will be encouraged to make use of: - The MySkills Study Skills website at http://www.uwe.ac.uk/library/resources/hub/ - Skills4study (s4s) as part of the MySkills resource [Academic reading and note making; Critical thinking; Academic writing; Referencing and plagiarism] - iSkillzone http://iskillzone.uwe.ac.uk [workshops for information retrieval, referencing, evaluation skills and literature reviewing http://www1.uwe.ac.uk/library/help.aspx] - Learn Higher http://www.learnhigher.ac.uk/Students.html
Reading Strategy*	All students will be encouraged to make full use of the print and electronic resources available to them through membership of the University. These include a range of electronic journals and a wide variety of resources available through web sites and information gateways. The University Library's web pages provide access to subject relevant resources and services, and to the library catalogue. All resources can be accessed remotely. Students will be presented with opportunities within the curriculum to develop their information retrieval and evaluation skills in order to identify such resources effectively. **The core text is available in print and as an e-book through the UWE Library:**

	Kirton, G. and Greene, A. (2010) *The Dynamics of Managing Diversity - A Critical Approach* 3rd edition Oxford: Butterworth Heinemann **Further reading** will include a range of published materials, both journal articles and seminal texts. Students will be advised of further reading that developments knowledge and understanding of a particular aspect of law and equality. In addition, the project-based nature of the assignment requires students to engage in independent research and wider reading in order to complete the module. Additional reading will be made available to students during the module via the Library or via Blackboard if unavailable in electronic format. The essential and suggested readings are the basis beyond which students should go in their assessment research.
Indicative Reading List	The indicative reading list below contains a range of material which is available through the University Library. This material will assist students in the development of their knowledge beyond each taught session and its associated reading. The list is updated in each year's module handbook, reflecting the developing nature of research in the field. Where relevant research or other material is published during the course of module delivery, this will be made accessible through Blackboard. Conley H and Page M (2010) The Gender Equality Duty in Local Government: The prospects for integration *Industrial Law Journal* 39 3 321-325 Dickens L (2007) The road is long: Thirty years of equality legislation in Britain *British Journal of Industrial Relations* 45 3 463-494 Durbin S and Tomlinson J (2010) Female part time managers: networks and career mobility Work, employment and society 24 4 621-640 Foster D (2007) Legal obligation or personal lottery? Employee experiences of disability and the negotiation of adjustments in the public sector workplace Work, employment and society 21 1 67-84 Fredman, S. (2004) 'Marginalising Equal Pay Laws' *Industrial Law Journal* 33: 3 pp. 281-285 Woodward R and Winter P (2006) Gender and the limits to diversity in the contemporary British army Gender, Work and Organization 13 1 45-67

Part 3: Assessment		
Assessment Strategy	The assessment is designed to support student learning and encourage them to develop the skills of independent study. In particular students will be assessed on their critical understanding of the theoretical and applied dimensions of law and equality in the workplace. There is one component to the summative assessment for this module: A 3000 word, project-based written research assignment which will address a key aspect of equality law in the workplace setting. Students will be expected to research and critically analyse relevant literature, legislation (statute and case law) and labour market statistics. Formative assessment will be provided throughout the module and will be particularly addressed in the skills development workshop		
Identify final assessment component and element	**Component A**	
	A:	**B:**
% weighting between components A and B (Standard modules only)	100%	n/a

First Sit	
Component A (controlled conditions) **Description of each element**	**Element weighting** (as % of component)
1. A 3000 word, project-based written research	100%
Component B **Description of each element**	**Element weighting** (as % of component)
1.n/a	

Resit (further attendance at taught classes is not required)	
Component A (controlled conditions) **Description of each element**	**Element weighting** (as % of component)
1. A 3000 word, project-based written research	100%
Component B **Description of each element**	**Element weighting** (as % of component)
1.n/a	
If a student is permitted an **EXCEPTIONAL RETAKE** of the module the assessment will be that indicated by the Module Description at the time that retake commences.	