



Module Specification

Equality Law and Diversity Management

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Part 1: Information

Module title: Equality Law and Diversity Management

Module code: UMPD7J-15-2

Level: Level 5

For implementation from: 2023-24

UWE credit rating: 15

ECTS credit rating: 7.5

Faculty: Faculty of Business & Law

Department: FBL Dept of Business & Management

Partner institutions: None

Delivery locations: Not in use for Modules

Field: Human Resource Management

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: Not applicable

Features: Not applicable

Educational aims: In addition to the Learning Outcomes, the educational experience may explore, develop, and practise but not formally discretely assess the

following:

Skills in independent learning, group work, discussion and debate

Outline syllabus: Equality law and protected characteristics

Types of discrimination in UK law

Case law and the employment tribunal system

Equality, diversity, diversity management, and inclusion as related but distinct concepts

Critical theories e.g. critical race theory, identifying why unequal treatment and outcomes persist in labour market outcomes e.g. pay gaps

Structure, culture, and agency as frames to understand how unequal outcomes persist

The roles of stakeholders in the enactment of equality and diversity e.g. employees, line managers, organisational leaders, employment lawyers, trade unions, government

Part 3: Teaching and learning methods

Teaching and learning methods: 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.

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 on line resources:

The MySkills Study Skills website as part of the MySkills resource (Academic reading and note making; Critical thinking; Academic writing; Referencing and plagiarism)

iSkillzone - Workshops for information retrieval, referencing, evaluation skills, and the library resources

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

MO1 Identify and apply the equality law that protects individuals at work by: selecting appropriate case law, and highlighting risk and good practice

MO2 Identify and critically apply key theoretical concepts of inequality and discrimination at work to explain unequal outcomes

MO3 Critically discuss the roles of stakeholders (e.g. employees, line managers, senior leaders, employment lawyers, and trade unions) in organisational equality and diversity

Hours to be allocated: 150

Contact hours:

Independent study/self-guided study = 114 hours

Face-to-face learning = 36 hours

Total = 150

Reading list: The reading list for this module can be accessed at [readinglists.uwe.ac.uk](https://uwe.rl.talis.com/modules/umpd7j-15-2.html) via the following link <https://uwe.rl.talis.com/modules/umpd7j-15-2.html>

Part 4: 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 task 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.

Assessment components:

Project (First Sit)

Description: A 3000 word, project-based written research

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Project (Resit)

Description: A 3000 word, project-based written research

Weighting: 100 %

Final assessment: Yes

Group work: No

Learning outcomes tested: MO1, MO2, MO3

Part 5: Contributes towards

This module contributes towards the following programmes of study:

Business and Human Resource Management [Frenchay] BA (Hons) 2022-23

Business and Human Resource Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2022-23

Business and Human Resource Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2022-23

Business and Human Resource Management [Villa] BA (Hons) 2022-23

Business and Human Resource Management {Dual} [Taylors] BA (Hons) 2022-23

Business and Human Resource Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Business and Human Resource Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Business and Management {Dual} [Taylors] BA (Hons) 2022-23

Business and Management [Frenchay] BA (Hons) 2022-23

Business and Law [Frenchay] BA (Hons) 2022-23

Business and Management [Sep][FT][Frenchay][3yrs] BA (Hons) 2022-23

Business and Management {Dual} [Sep][FT][Frenchay][3yrs] BA (Hons) 2022-23

Business Studies {Dual} [Aug][FT][Taylors][3yrs] - Withdrawn BA (Hons) 2022-23

International Business Management {Dual} [Mar][FT][Taylors][3yrs] BA (Hons) 2022-23

International Business Management {Dual} [Aug][FT][Taylors][3yrs] BA (Hons) 2022-23

Business and Management {Dual} [Frenchay] BA (Hons) 2022-23

International Business Management [Frenchay] BA (Hons) 2022-23

International Business Management {Split Delivery} [Frenchay] BA (Hons) 2022-23

International Business Management {Dual} [Taylors] BA (Hons) 2022-23

Business and Management {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22

Business and Management {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Business and Law {Foundation} [Sep][SW][Frenchay][5yrs] BA (Hons) 2021-22

Business and Law {Foundation} [Sep][FT][Frenchay][4yrs] BA (Hons) 2021-22