

MODULE SPECIFICATION

1. **Title of the module**

Employment Law

2. **School or partner institution which will be responsible for management of the module**

Pearson College London

3. **The level of the module (e.g. Level 4, Level 5, Level 6 or Level 7)**

Level 5

4. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTS)

5. **Which term(s) the module is to be taught in (or other teaching pattern)**

This module can be run in any term: Autumn, Spring, or Summer

6. **Prerequisite and co-requisite modules**

None

7. **The programmes of study to which the module contributes**

- | | |
|--|-------------------|
| • BA (Hons) Business Management | - optional module |
| • BA (Hons) Business Management with Finance | - optional module |
| • BA (Hons) Business Management with Global Industries | - optional module |
| • BA (Hons) Business Management with Law | - core module |
| • BA (Hons) Business Management with Marketing | - optional module |

8. **The intended subject specific learning outcomes.**

On successfully completing the module students will be able to:

- 8.1 Demonstrate knowledge and critical understanding of the key principles of existing law which underpins the relationship between employers and workers.
- 8.2 Analyse and evaluate the existing law (both statutory and common law) in light of the legal, social, economic and political questions raised.
- 8.3 Apply the existing law to given factual business scenarios and advise accordingly.
- 8.4 Consider and draft basic employment contract clauses which may protect a business from any potential employment law claims.
- 8.5 Demonstrate understanding of the protection provided to workers against unfair and unlawful treatment, together with the principles and concepts which underpin the law on discrimination in the workplace.
- 8.6 Classify and evaluate the commercial risks inherent in failing to adhere to Employment Law and the financial consequences of the same.

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9. The intended generic learning outcomes.

On successfully completing the module students will be able to:

- 9.1 Read and summarise complex legal materials and state legal principles accurately and succinctly.
- 9.2 Work from primary and secondary sources and to use these efficiently to identify appropriate rules of law.
- 9.3 Exercise personal responsibility and decision making.
- 9.4 Demonstrate literacy skills to excel effectively in contemporary business environments.

10. A synopsis of the curriculum

Module Aims

The aim of this module is to give students a practical introduction to Employment Law.

It aims to provide students with a sound understanding of the legal provisions governing the employment relationship between employers and workers. In addition, it aims to enable students to develop an insight into current issues and possible future developments in employment law, with a view to advising a business on how to avoid any associated legal difficulties.

This module is intended to give students a thorough overview of the law in this important area. The core skills which will be developed on this module, including analysis, elementary drafting, and problem-solving skills, are intended to prepare students to operate effectively in the commercial world.

By the end of the module, students should have a solid grounding in the essential principles of Employment Law and a clear appreciation of how to apply these to practical business situations.

Overview of syllabus

In the course of studying this module, students will cover the following areas:

- The nature of the employment relationship – understanding the different types of employment status and application of the various tests to determine whether someone is an employee.
- The contract of employment – understanding how contracts are entered into and what makes a contract unenforceable.
- Express and implied terms – consideration of common express and implied terms in a contract of employment.
- Termination of employment at common law – understanding what can result in a claim for wrongful dismissal.

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- Wrongful dismissal – understanding and applying the common law and statutory frameworks which provide protection from wrongful dismissal.
- Unfair dismissal – understanding and applying the statutory framework which provides protection from unfair dismissal including what is classed as a fair reason for dismissal.
- Redundancy – understanding and applying the statutory framework which provides protection from redundancy and identifying the difference between a business reorganising itself and making workers redundant.
- Family friendly policies – understanding time and pay regulations as well as parental and maternity rights.
- Discrimination within the workplace – understanding the 6 protected characteristics of age, sex, race, religion, disability and sexual orientation.
- Bringing and defending a claim – the practicalities of employment-related litigation.

11. Reading List (Indicative list, current at time of publication. Reading lists will be published annually)

- Stevens, C and Welch, R (2013) Employment Law, 1st Ed, Pearson.
- Painter, R and Holmes, (2012) A., Cases and Materials on Employment Law, 9th Ed, Oxford University Press.
- Sargeant, M and Lewis, D (2017) Employment Law, 14th Ed, Pearson.
- Emir, A (2014) Selwyn's Law of Employment, 17th Edition, Oxford University Press.
- Willey, B (2012) Employment Law in Context, 4th Ed, Pearson.
- Blackstone's Statutes on Employment Law 2016-17, Oxford University Press.
- Freedland, M. 'From the Contract of Employment to the Personal Work Nexus' (2006) 35(1) Industrial Law Journal 1.

12. Learning and Teaching methods

For full details please see the teaching and learning strategy in the programme specification. Students can study this module in the interactive classes model or the mentored independent model. Those on the former will typically experience one lecture and one seminar each week.

<i>Scheduled Hours:</i>	25
<i>Placement Hours:</i>	00
<i>Independent Study Hours:</i>	125
<i>Total Study Hours:</i>	150

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13. Assessment methods.

13.1 Main assessment methods

The module will be assessed as follows:

- A coursework assignment of 2,500 words (75% of overall grade);
- A 15-minute oral “meeting” with a client regarding an employment law issue (25% of overall grade).

A pass must be achieved in the coursework element of assessment in order to pass the module.

13.2 Reassessment methods

14. Map of Module Learning Outcomes (sections 8 & 9) to Learning and Teaching Methods (section 12) and methods of Assessment (section 13)

Module learning outcome		8.1	8.2	8.3	8.4	8.5	8.6	9.1	9.2	9.3
Learning/teaching method	Hours allocated									
Private Study	115									X
Lectures	10	X	X		X	X	X			
Seminars	15	X	X	X	X	X	X	X	X	
Assessment method										
Coursework (2,500 words)		X	X	X	X	X	X	X	X	X
Oral assessment (15 mins)				X				X		X

15. Inclusive module design

The Collaborative Partner recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/ declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

- Accessible resources and curriculum
- Learning, teaching and assessment methods

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16. Campus(es) or Centre(s) where module will be delivered:

Pearson College London

17. Internationalisation

Reference is made to international comparisons within Employment Law when appropriate, particularly in areas involving EU jurisdiction and international human rights and equality law as they relate to the workplace.

If the module is part of a programme in a Partner College or Validated Institution, please complete sections 18 and 19. If the module is not part of a programme in a Partner College or Validated Institution these sections can be deleted.

18. Partner College/Validated Institution:

Pearson College London

19. University School responsible for the programme:

Kent Business School

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FACULTIES SUPPORT OFFICE USE ONLY

Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.

Date approved	Major/minor revision	Start date of the delivery of revised version	Section revised	Impacts PLOs (Q6&7 cover sheet)