

MODULE DESCRIPTOR

Module Title	Employment Law
Course Title(s)	LLB (Hons) Law LLB (Hons) Law (Business) LLB (Hons) Law (with Foundation Year) LLB Law (Top Up)
College	College of Society and Professions
School	School of Law and Education
Parent Course (if applicable)	LLB (Hons)
Level	6
Semester	2
Module Code	<i>Law_6_EPL</i>
Credit Value	20
Student Study Hours	Total hours: 200 Contact hours: 36 Student managed learning hours: 164
Pre-requisite Module(s) or/and learning	N/a
Co-requisite Module(s)	N/a
Module Leader	TBC
Short Description	This module critically examines the law directly governing the employment relationship including both the contract of employment and statutory regulation. It is concerned primarily with key issues and basic principles and to the application of the law in the workplace. Employment law is a complex and expanding area of study constantly changing. In addition to original legal materials such as statutes and cases, seminar readings are drawn from academic literature, official documents and case law.
Aims	The module aims to: 1. Develop understanding of key employment law principles, including employee status, contracts of employment, and termination rights, and their foundation in statutes and case law. 2. Examine equality, discrimination, and family-friendly rights, critically evaluating how these legal protections operate in workplace contexts. 3. Apply knowledge to practical legal scenarios, developing skills in problem-solving, reasoning, and the provision of legal advice or opinions relevant to employment law.

Learning Outcomes (Recommended 4 to 6 outcomes)	By the end of the module, students will be able to: A. Knowledge and Understanding: A1. Demonstrate a systematic and critical understanding of legal principles and concepts of the English legal system relating to employment law. B. Intellectual Skills: B1. Identify, analyse, and resolve legal problems using appropriate legal reasoning and methodologies. B3. Construct reasoned and evidence-based arguments, drawing on appropriate sources and demonstrating independent judgment. C. Practical Skills: C2. Communicate ideas confidently and effectively, adapting style for different audiences and purposes using written drafting skills. D. Transferable Skills: D4. Develop personal and professional strategies supporting decision making, initiative and career development.
Employability	This module enhances employability by equipping students with legal knowledge, practical understanding, and transferable skills essential for graduate careers. Students engage with real-world workplace scenarios, applying employment law principles to develop problem-solving, communication, and drafting competencies. Teaching and assessment, including practical exercises and legal advice tasks, enable students to bridge legal theory and professional practice. Graduates are supported to articulate their skills confidently, understand workplace rights and obligations, and apply employment law knowledge effectively, preparing them for a wide range of career pathways in legal practice, HR, compliance, or other professional sectors.
Teaching and Learning Pattern	Lectures Group Work Seminars Tutorials Laboratory Workshops Practical VLE Activities
Indicative Content	1. Legal principles derived from statutes and case law 2. Employment status 3. Contract of employment 4. Termination of employment 5. Equality and discrimination 6. Family friendly rights
Assessment Method	Formative assessment: Support for the summative assessment will be embedded throughout formative activities during seminars. Summative assessment: [Module LOs: A1, B1, B3, C2, D4]

	CW1_Written Legal Advice 100% Students will produce a piece of written advice, tailored for either a specialist legal audience, in the form of a legal opinion, or for a non-specialist audience, in the form of a business memorandum. A) Written Legal Opinion: Students will produce a formal written legal opinion on a problem-based employment law question. OR B) Written Memorandum: Students will produce a business-style memorandum explaining the application of employment law in a problem-based scenario.
Mode of Resit	Formative assessment: See above. Summative assessment: Make good.
Indicative Sources (Reading lists)	Core materials: Smith & Wood, Employment Law, 16th Edn, OUP, 2023 G Pitt and S Drew, Employment Law, Thompson Sweet and Maxwell, 13th Edn, Thomson Sweet and Maxwell, 2024 Optional reading: S Honeyball, Honeyball and Bowers' Textbook on Labour Law, 14th Edn, OUP, 2016 R W Painter & A E M Holmes, Cases and Materials on Employment Law, 10th Edn, OUP, 2002
Other Learning Resources	Module VLE – containing all teaching and learning materials, reading and resources OUP Law Trove Westlaw Websites: http://www.employmentappeals.gov.uk/ http://www.hmcourts-service.gov.uk/ http://www.dca.gov.uk/ http://www.parliament.uk http://www.lawcom.gov.uk http://www.equalityhumanrights.com http://www.open.gov-uk/cctagis/central.htm http://www.hmsso.gov.uk http://www.acas.org.uk/ http://www.cac.gov.uk http://europa.eu/ http://www.guardian.co.uk http://www.tuc.org.uk

