

Module code: MOD000048	Version: 7 Date Amended: 03/Nov/2025
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1. Module Title
Employment Law

2a. Module Leader
Tom Serby

2b. School
School of Economics, Finance and Law

2c. Faculty
Faculty of Business and Law

3a. Level
6

3b. Module Type
Standard (fine graded)

4a. Credits
15

4b. Study Hours
150

5. Restrictions			
Type	Module Code	Module Name	Condition
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:	None		

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description

You'll learn about the sources and institutions of employment law and examine the law relating to the formation, content and termination of contracts of employment, the nature of the employment relationship and the status of employees and others performing services. You'll discuss the protection offered to employees in relation to dismissal and the impact this has on employers, as well as considering issues of business reorganisation and managerial prerogative, and their relationship with the law of employment through the law relating to redundancy and transfer of undertakings. You'll also consider issues of discrimination in employment (including equal pay). You're advised to have prior knowledge of contract law. Employment law as a subject will give you knowledge of the workplace and the relationship between employers and employees, so is particularly valued in careers such as Human Resources Management.

6b. Outline Content

- The sources and institutions of employment law - Legal rules regulating the formation, content, performance and termination of contracts of employment. - Law relating to business re-organisation including redundancy and transfer of undertakings - Law relating to discrimination in employment - Statutory rules relating to the law of unfair dismissal

6c. Key Texts/Literature

The reading list to support this module is available at: <https://readinglists.aru.ac.uk/>

6d. Specialist Learning Resources

None

7. Learning Outcomes (threshold standards)

No.	Type	On successful completion of this module the student will be expected to be able to:
1	Knowledge and Understanding	Critically evaluate how legal rules, doctrines, institutions, and processes in employment law interrelate within and across complex social, political, commercial, and ethical contexts in balancing societal interests
2	Intellectual, practical, affective and transferrable skills	Critically evaluate and synthesise legal materials relating to employment law, addressing complex legal uncertainty and justifying interpretations of competing views and approaches;
3	Intellectual, practical, affective and transferrable skills	Strategically apply and evaluate legal understanding to complex or ambiguous scenarios, and develop sophisticated solutions that integrate legal reasoning with practical, ethical, and policy implications;
4	Intellectual, practical, affective and transferrable skills	Communicate complex legal arguments persuasively and precisely, using critically informed structure and expression, and consistently adhering to professional standards, including accurate and comprehensive use of OSCOLA referencing and bibliography.

8a. Module Occurrence to which this MDF Refers				
Year	Occurrence	Period	Location	Mode of Delivery
2026/7	ZZF	Template For Face To Face Learning Delivery		Face to Face

8b. Learning Activities for the above Module Occurrence			
Learning Activities	Hours	Learning Outcomes	Details of Duration, frequency and other comments
Lectures	0	N/A	N/A
Other teacher managed learning	25.5	1-4	1 x 1 hour tutor led workshop OR 1 x 1 hour lecture x 11 weeks (weeks 1-11) AND 1 x 1 hour student led workshop OR 1 x 1 hour tutorial x 11 weeks (weeks 1-11) PLUS 1 x 20min screencast x 10 weeks
Student managed learning	124.5	1-4	To include such things as watching screencasts, online discussion boards, VLE exercises, private study (guided and autonomous), tutorial preparation, assessment preparation and completion
TOTAL:	150		

9. Assessment for the above Module Occurrence					
Assessment No.	Assessment Method	Learning Outcomes	Weighting (%)	Fine Grade or Pass/Fail	Qualifying Mark (%)
010	Practical	1-4	100 (%)	Fine Grade	30 (%)
Online discussion : 3000 words. Mark derived from the 2 best contributions to the 3 assessed online debates. These will take place in weeks 7 and 8; 9 and 10; 11 and 12.					

In order to pass this module, students are required to achieve an overall mark of 40% (for modules at levels 3, 4, 5 and 6) or 50% (for modules at level 7*).

In addition, students are required to:

(a) achieve the qualifying mark for each element of fine graded assessment as specified above

(b) pass any pass/fail elements

[* the pass mark of 50% applies for all module occurrences from the academic year 2024/25 – see Section 3a of this MDF to check the level of the module and Section 8a of this MDF to check the academic year]