

Module code: MOD008482	Version: 3 Date Amended: 24/Jun/2026
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1. Module Title
Employment Law

2a. Module Leader
Daniel Osei Agyekumhene

2b. School
Faculty of Business Innovation and Entrepreneurship at ARU Peterborough

2c. Faculty
ARU Peterborough

3a. Level
6

3b. Module Type
Standard (fine graded)

4a. Credits
15

4b. Study Hours
150

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

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	Demonstrate a detailed knowledge and accurate understanding of selected aspects of employment Law;
2	Intellectual, practical, affective and transferrable skills	Identify, locate and analyse complex legal materials so as to identify and critique the relevant law and present appropriate, reasoned arguments;
3	Intellectual, practical, affective and transferrable skills	Demonstrate the ability to use IT skills to communicate effectively;
4	Intellectual, practical, affective and transferrable skills	Critically evaluate the operation of aspects of employment law in contemporary society.

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	12	1-4	1 x 2 hour large group sessions per week for 6 weeks
Other teacher managed learning	16	1-4	2 x 2 hours of formative online assessment; and summative assessment involving 1 x 2 hours of online tutorial discussions per week for 6 weeks
Student managed learning	122	1-4	Private study, 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 (%)
Assessed Piece to support skills for main assessment (max 500 words) and a 10-minute moot presentation corresponding to a total equivalence of up to 1500 words).					

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]
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