

Module code: MOD008571	Version: 6 Date Amended: 03/Nov/2025
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1. Module Title
Diversity, Equality and the Law

2a. Module Leader
Sohini Alg

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
Pre-requisites:	None		
Co-requisites:	None		
Exclusions:	None		
Courses to which this module is restricted:			

LEARNING, TEACHING AND ASSESSMENT INFORMATION

6a. Module Description

Pluralism is a reality within all countries in the world due to the fact of globalisation and migration, ethnicities, differing religious and comparative beliefs, gender and sexual orientation and a range of other 'differences'. At the same time, societies are made up of people who have no disabilities and those who have a range of disabilities.

The reality of difference within a society raises both ethical and legal questions. For example, what differences should be recognised by law as warranting some kind of response to ensure, for example, people are not discriminated against or treated as being of less worth than others based on a particular characteristic not everyone shares? And what should follow in practical terms once these differences are acknowledged as requiring some form of legal response or protection for certain individuals based on certain characteristics? These questions are complex inasmuch as claims may be coming from certain groups for exemptions or exceptions from legal norms based on some specific characteristic they may have and share with others within a specific community or group with whom they identify.

In other instances, claims for equality may be coming from very large sectors of a society, such as from women seeking full equality with men or advocating stronger recognition of what they see as specific rights they deserve such as around reproduction.

This module will explore pluralism at a conceptual level before looking at how the law engages with pluralism to attend to equality and diversity and how that might be improved. The module is particularly useful for anyone looking to work in area of anti-discrimination law or non-legal professions where tackling discrimination and delivering equality feature, such as working with civil society organisations, working in businesses, working in the public sector among other professions.

6b. Outline Content

- The nature of 'difference';
- Pluralism as an ideological, political and legal concept;
- The nature of pluralist claims for recognition and adjustment;
- Equality and non-discrimination as concepts
- Recognised characteristics that states accept (and some that some states do not);
- Pluralism in the UK and the various historical, political, and legal responses to it;
- Human Rights Act 1998; Equality Act 2010; other legal and other mechanisms;
- International mechanisms to respect and protect diversity (ECHR; UN);
- Future trends/directions

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	Display a thorough knowledge and largely accurate understanding of the nature of pluralism and difference as a concept and reality
2	Knowledge and Understanding	Demonstrate a comprehensive awareness of the way law attempts to address diversity, including an understanding of the complexities in using law as a means to address issues of diversity
3	Intellectual, practical, affective and transferrable skills	Apply the concepts and the law to various diversity issues and manifestations in a reasoned and informed way
4	Intellectual, practical, affective and transferrable skills	With limited guidance, critically evaluate the way the law currently addresses equality and diversity

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	Coursework	1-4	100 (%)	Fine Grade	30 (%)

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]