Module Descriptor

Title	Law of Employment		
Session	2026/27	**Status**	Approved
Code	LAWW09015	**SCQF Level**	Level 9
Credit Points	20	**ECTS (European Credit Transfer Scheme)**	10
School	**Business and Creative Industries**		
Module Co-ordinator	D McFadzean		

Summary of Module

This module considers a number of important topics in contemporary UK Employment Law, in the light of the social, political and economic issues that structure and drive this area of law. Students will examine what an 'employee' is (as distinct from a 'worker' or a 'self-employed person'), how the law regulates the contract of employment and the implied rights and duties - concerning both the employer and employee - which stem from this contract. The module will also consider the statutory law applicable to the payment of wages (particularly the National Minimum Wage and the provisions relating to equal pay), the regulation of working time, flexible working rights, discrimination and equality, and the several ways in which the employment relationship may terminate.

Module Delivery Method	**On-Campus**[1] ☒	**Hybrid**[2] ☐	**Online**[3] ☐	**Work -Based Learning**[4] ☐
Campuses for Module Delivery	☐ Ayr ☐ Dumfries	☐ Lanarkshire ☐ London ☒ Paisley	☐ Online / Distance Learning ☐ Other (specify)	

Terms for Module Delivery	Term 1	☐	Term 2	☒	Term 3	☐
Long-thin Delivery over more than one Term	Term 1 – Term 2	☐	Term 2 – Term 3	☐	Term 3 – Term 1	☐

[1] Where contact hours are synchronous/ live and take place fully on campus. Campus-based learning is focused on providing an interactive learning experience supported by a range of digitally-enabled asynchronous learning opportunities including learning materials, resources, and opportunities provided via the virtual learning environment. On-campus contact hours will be clearly articulated to students.

[2] The module includes a combination of synchronous/ live on-campus and online learning events. These will be supported by a range of digitally-enabled asynchronous learning opportunities including learning materials, resources, and opportunities provided via the virtual learning environment. On-campus and online contact hours will be clearly articulated to students.

[3] Where all learning is solely delivered by web-based or internet-based technologies and the participants can engage in all learning activities through these means. All required contact hours will be clearly articulated to students.

[4] Learning activities where the main location for the learning experience is in the workplace. All required contact hours, whether online or on campus, will be clearly articulated to students

Learning Outcomes	
L1	Demonstrate knowledge and understanding of a diverse range of employment law topics (e.g. the process relating to the negotiation and formation of the employment contract; the terms and conditions of employment; maternity rights; discrimination and equality; dismissal and other forms of termination of employment)
L2	Critically evaluate the legal rights and obligations afforded to employers, employees and other workers.
L3	Apply general principles of employment law to specific problems in order to propose solutions
L4	Make effective use of both physical and electronic resources in order to acquire legal information.
L5	N/A

Employability Skills and Personal Development Planning (PDP) Skills	
SCQF Headings	**During completion of this module, there will be an opportunity to achieve core skills in:**
Knowledge and Understanding (K and U)	**SCQF 9** Demonstrate and/or work with: An understanding of the scope and defining features of employment law, and an integrated knowledge of its main areas and boundaries. A critical understanding of a range of the principles, principal theories, concepts and terminology of employment law. Knowledge of one or more specialisms that is informed by forefront developments.
Practice: Applied Knowledge and Understanding	**SCQF 9** Apply knowledge, skills and understanding: In using a range of the principal professional skills, techniques, practices and/or materials associated with contemporary legal research. In using a few skills, techniques, practices and/or materials that are specialised and/or advanced. In practising routine methods of enquiry and/or research. To practise in a range of professional level contexts that include a degree of unpredictability.
Generic Cognitive skills	**SCQF 9** Undertake critical analysis, evaluation and/or synthesis of ideas, concepts, information and issues in employment law. Identify and analyse routine professional problems and issues. Draw on a range of sources in making judgements.
Communication, ICT and Numeracy Skills	**SCQF 9** Use a wide range of routine skills and some advanced and specialised skills in support of established practices in contemporary legal research for example:

	Present or convey, formally and informally, information on standard/mainstream topics in employment law to a range of audiences. Use a range of ICT applications to support and enhance work. Interpret, use and evaluate numerical and graphical data to achieve goals/targets.
Autonomy, Accountability and Working with Others	**SCQF 9** Exercise autonomy and initiative in some activities at a professional level in practice or in a chosen area of employment law. Work, under guidance, with specialist practitioners. Seeking guidance where appropriate, manage ethical and professional issues in accordance with current professional and/or ethical codes or practices.

Prerequisites	**Module Code**	**Module Title**
	Other	
Co-requisites	**Module Code**	**Module Title**

Learning and Teaching	
In line with current learning and teaching principles, a 20-credit module includes 200 learning hours, normally including a minimum of 36 contact hours and maximum of 48 contact hours.	
Learning Activities During completion of this module, the learning activities undertaken to achieve the module learning outcomes are stated below:	**Student Learning Hours** (Note: Learning hours include both contact hours and hours spent on other learning activities)
Please select	
Independent Study	176
Lecture / Core Content Delivery	24
Please select	
Please select	
Please select	
TOTAL	200

Indicative Resources
The following materials form essential underpinning for the module content and ultimately for the learning outcomes: A Emir, Selwyn's Law of Employment (21st edn, Oxford 2020) S Honeyball, Honeyball and Bowers' Textbook on Employment Law (14th edn, Oxford 2016)

S Middlemiss and M Downie, Employment Law in Scotland (3rd edn, Bloomsbury Professional 2020)

ACAS http://www.acas.org.uk

British and Irish Legal Information Institute http://www.bailii.org.uk

Directgov http://www.direct.gov.uk

The Employment Tribunals Service http://www.employmenttribunals.gov.uk

The Employment Appeals Tribunal http://www.employmentappeals.gov.uk

Westlaw http://www.westlaw.co.uk

(N.B. Although reading lists should include current publications, students are advised (particularly for material marked with an asterisk*) to wait until the start of session for confirmation of the most up-to-date material)

Attendance and Engagement Requirements

In line with the Student Attendance and Engagement Procedure, Students are academically engaged if they are regularly attending and participating in timetabled on-campus and online teaching sessions, asynchronous online learning activities, course-related learning resources, and complete assessments and submit these on time.

For the purposes of this module, academic engagement equates to the following:

Students are required to attend scheduled teaching sessions and engage with the Virtual Learning Environment, lack of which could result in the student being referred to the Engagement Panel, and could prevent student progression, and ultimately successful degree completion.

Equality and Diversity

The University's Equality, Diversity and Human Rights Procedure can be accessed at the following link: UWS Equality, Diversity and Human Rights Code.

(N.B. Every effort will be made by the University to accommodate any equality and diversity issues brought to the attention of the School)

Supplemental Information

Divisional Programme Board	Accounting, Finance & Law
Overall Assessment Results	☐ **Pass / Fail** ☒ **Graded**
Module Eligible for Compensation	☒ **Yes** ☐ **No** **If this module is eligible for compensation, there may be cases where compensation is not permitted due to programme accreditation requirements. Please check the associated programme specification for details.**
School Assessment Board	Accounting, Finance & Law
Moderator	M Campbell
External Examiner	G Betts
Accreditation Details	
Module Appears in CPD catalogue	☐ **Yes** ☒ **No**

Changes / Version Number	1

Assessment (also refer to Assessment Outcomes Grids below)
Assessment 1
Critical Essay 40%
Assessment 2
Examination 60%
Assessment 3
(N.B. (i) Assessment Outcomes Grids for the module (one for each component) can be found below which clearly demonstrate how the learning outcomes of the module will be assessed. (ii) An indicative schedule listing approximate times within the academic calendar when assessment is likely to feature will be provided within the Student Module Handbook.)

Component 1							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
Essay	☒	☒	☒	☒	☐	40	2

Component 2							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
Examination	☒	☒	☒	☒	☐	60	2

Component 3							
Assessment Type	**LO1**	**LO2**	**LO3**	**LO4**	**LO5**	**Weighting of Assessment Element (%)**	**Timetabled Contact Hours**
	☐	☐	☐	☐	☐		
Combined total for all components						100%	hours

Change Control

What	When	Who