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## MODULE DESCRIPTOR

### Module Title

Equality And Discrimination Law

Reference	BSM104	Version	5
Created	April 2019	SCQF Level	SCQF 11
Approved	August 2019	SCQF Points	15
Amended	August 2019	ECTS Points	7.5

### Aims of Module

To develop students' in-depth legal and practical knowledge and understanding of the law applicable to equality and discrimination in employment within the UK context. To enable students to critically analyse contemporary equality and discrimination issues within the employment field.

### Learning Outcomes for Module

On completion of this module, students are expected to be able to:

- 1 Discuss in-depth and critically evaluate the fundamental legal principles and values that underpin the law relating to equality and discrimination in the employment field.
- 2 Critically analyse, determine and evaluate the current scope of the protected characteristics that exist in discrimination law.
- 3 Critically analyse, determine and evaluate the current scope of the various forms of discrimination that are addressed by discrimination law.
- 4 Demonstrate the ability to interpret and apply the law in this area, thereby developing effective solutions to legal and practical issues.
- 5 Demonstrate complex communication skills in the legal context.
- 6 Demonstrate advanced independent research skills.

### Indicative Module Content

The various equality and discrimination law categories of Sex, Race, Disability, Sexual Orientation, Religion and Belief and Age will be covered from a UK Employment law perspective. Any further emerging categories and issues will also be incorporated as they develop. International and regional law will be covered, where relevant.

### Module Delivery

This module is delivered by a mixture of online topic materials, online tutorials, student discussions, student activities, case studies, directed reading and independent research.

**Indicative Student Workload**

	Full Time	Part Time
Contact Hours	36	36
Non-Contact Hours	114	114
Placement/Work-Based Learning Experience [Notional] Hours	N/A	N/A
TOTAL	150	150
<i>Actual Placement hours for professional, statutory or regulatory body</i>		

**ASSESSMENT PLAN**

If a major/minor model is used and box is ticked, % weightings below are indicative only.

**Component 1**

Type:	Coursework	Weighting:	30%	Outcomes Assessed:	1, 4, 5
Description:	Continual assessment exercise that may consist of assessed forum postings, group work and general online discussion.				

**Component 2**

Type:	Coursework	Weighting:	70%	Outcomes Assessed:	2, 3, 4, 6
Description:	Essay, with a word count of 3000 words, covering all Learning Outcomes.				

**MODULE PERFORMANCE DESCRIPTOR****Explanatory Text**

The Module is assessed by two components: C1 - Coursework - 30% weighting. C2 - Coursework - 70% weighting. Module Pass Mark = Grade D (40%)

Module Grade	Minimum Requirements to achieve Module Grade:
<b>A</b>	At least 70% on weighted aggregate and at least 35% in each of components 1 and 2
<b>B</b>	At least 60% on weighted aggregate and at least 35% in each of components 1 and 2
<b>C</b>	At least 50% on weighted aggregate and at least 35% in each of components 1 and 2
<b>D</b>	At least 40% on weighted aggregate and at least 35% in each of components 1 and 2
<b>E</b>	At least 35% on weighted aggregate
<b>F</b>	Less than 35% on weighted aggregate
<b>NS</b>	Non-submission of work by published deadline or non-attendance for examination

**Module Requirements**

Prerequisites for Module	None.
Corequisites for module	None.
Precluded Modules	None.

**INDICATIVE BIBLIOGRAPHY**

- 1 CONNOLLY, M., 2011. *Discrimination law*. 2nd ed. London: Sweet and Maxwell.
- 2 FREDMAN, S., 2011. *Discrimination Law*. 2nd ed. Oxford: Oxford University Press
- 3 HEPPLE, B., 2014. *Equality: the legal framework*. 2nd ed. Oxford: Hart Publishing Ltd.
- 4 KUMRA, S. and MANFREDI, S., 2012. *Managing equality and diversity*. Oxford: Oxford University Press.
- 5 MONAGHAN, K., 2013. *Equality Law* 2nd ed. Oxford: Oxford University Press.
- 6 SCHEIK, D., WADDINGTON, L. and BELL, M., Eds., 2007. *Cases, materials and texts on national, supra national and international non discrimination law*. Oregon: Hart Publishing.