

## Access to Higher Education Unit

This unit forms part of an Access to HE Diploma. If delivering the graded version of this unit, please refer to the Provider Handbook for details on grading descriptors and the application of these across units within your programme.

**Unit Title:** Employment Law

**Graded Unit Reference Number:** GA33LAW30

**Ungraded Unit Reference Number:** UA33LAW30

**Module:** Law

**Level:** Three (3)

**Credit Value:** Three (3)

**Minimum Guided Learning Hours:** 30

| Learning Outcome (The Learner will):                                                                                    | Assessment Criterion (The Learner can):                                                                                         |
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| 1. Be able to interpret the terms of employment in a written contract and the implied duties of employers and employees | 1.1 Identify the terms of employment in a written contract and distinguish between the principal terms and other written terms  |
|                                                                                                                         | 1.2 Explain the implied duties of an employer to its employees                                                                  |
|                                                                                                                         | 1.3 Explain the implied duties of an employee towards their employer                                                            |
| 2. Understand employment law as it relates to equality of opportunity and discrimination                                | 2.1 Explain the key features of employment law as it relates to equality of opportunity for employees and prospective employees |
|                                                                                                                         | 2.2 Evaluate the importance and some of the consequence of anti-discrimination employment law                                   |
| 3. Understand employment law as it relates to discipline and dismissal of employees                                     | 3.1 Identify reasons for lawful and unlawful dismissal enshrined in current employment law                                      |
|                                                                                                                         | 3.2 Explain the difference between voluntary, involuntary redundancy and mutually agreed severance                              |
| 4. Understand the role and remit of the employment tribunal                                                             | 4.1 Describe the role and remit of the employment tribunal                                                                      |

## 4.2 Compare employment tribunals with the ordinary courts of law