

Discrimination in the Workplace

Module Information

2022.01, Approved

Summary Information

Module Code	7513LAWINF
Formal Module Title	Discrimination in the Workplace
Owning School	Law
Career	Postgraduate Taught
Credits	10
Academic level	FHEQ Level 7
Grading Schema	50

Teaching Responsibility

LJMU Schools involved in Delivery
LJMU Partner Taught

Partner Teaching Institution

Institution Name
Informa Connect

Learning Methods

Learning Method Type	Hours
Online	15

Module Offering(s)

Display Name	Location	Start Month	Duration Number Duration Unit
JAN-PAR	PAR	January	12 Weeks

Aims and Outcomes

Aims	This module considers the forms of discrimination that are prohibited in the private sector, and the nature and scope of legal protection against such discrimination. The rationale for legal intervention is also examined.
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After completing the module the student should be able to:

Learning Outcomes

Code	Number	Description
MLO1	1	Display mastery in prioritising source materials needed for a clear and proper understanding of Discrimination
MLO2	2	Critically apply knowledge which currently shapes anti-discrimination law in the private sector
MLO3	3	Incorporate a sound analytical and critical appreciation of practices within the law relating to anti-discrimination
MLO4	4	Demonstrate an understanding of issues at the forefront of the law relating to anti-discrimination law and the ability to apply it critically in a variety of contexts

Module Content

Outline Syllabus	Introduction to Discrimination in Business• The concept of discrimination• The rationale for prohibiting discrimination• Outline of contexts in which discrimination is subject to legal prohibitionsThe Framework of Anti-Discrimination Law• Historical perspective and the development of the law over the last century• The impact of EU law and the ECHRThe Equality Act 2010• Protected characteristics: age, disability, gender re-assignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation• The nature of "race"• Direct discrimination• Indirect discrimination• Reasonable adjustments• Discrimination in the goods and services sector• Discrimination in housing• Discrimination in the workplace• Harassment• Victimisation• Positive action• Enforcement and remedies
Module Overview	
Additional Information	There are no professional body requirements at this stage, however developments will be monitored and where appropriate, incorporated into module content.

Assessments

Assignment Category	Assessment Name	Weight	Exam/Test Length (hours)	Module Learning Outcome Mapping
Essay	Essay	100	0	MLO1, MLO2, MLO3, MLO4

Module Contacts

Module Leader

Contact Name	Applies to all offerings	Offerings
Emmanuel Guinchard	Yes	N/A

Partner Module Team

Contact Name	Applies to all offerings	Offerings
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