

Assignment Guidance 2026

Question 1

- Learners should identify and evaluate the aims and objectives of employment regulation.
- Slide 9

Question 2

- Learners should examine the role played by the tribunal and courts system in enforcing employment law, with particular reference to EU law. Examples are required.
- Slides 4-8
- EU handout

Question 3

- Learners should explain the main principles of discrimination law in recruitment, selection and employment. Learners should identify the legal framework governing occupational requirements, including when an employer can rely on an occupational requirement under discrimination law. Examples are required.
- Slides 17-19, 21 - 40.

Question 4

- Learners should discuss legal requirements of equal pay, with a specific discussion on legal requirements for differences in pay.
- Slides 67-69.

Question 5

- Learners should discuss the legal implications of varying contracts and should identify what constitutes a constructive dismissal claim. Learners should discuss the statutory time limits for filing a claim.
- Slides 11 and 43-45.

Question 6

- Learners should explain the legal requirements relating to redundancy and should define redundancy and cover the main rights in terms of fair selection, consultation, notice periods and redundancy pay.
- Slides 46-50.

Question 7

- Learners should explain the legal requirements relating to TUPE and should cover the key areas of law, including protection of terms and conditions.
- Slides 52-58.

Question 8

- Learners should summarise the legal rules for calculating holiday pay.
- Slides 63-66.

Question 9

- Learners should compare and contrast maternity leave and shared parental leave.
- Slides 72-75 and 80-83.

Question 10

- Learners should explain the statutory right of employees to request flexible working, including eligibility criteria, the employer's duty, and acceptable grounds for refusal.

- Slides 84-89.