

## Course Specification

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<b>Produced By:</b>	Oliver Jones
<b>Status:</b>	Validated

## Core Information

<b>Awarding Body / Institution:</b>	University of Wolverhampton		
<b>School / Institute:</b>	Wolverhampton Law School		
<b>Course Code(s):</b>	LW028K23UV	Sandwich	4 Years
<b>UCAS Code:</b>	NM62		
<b>Course Title:</b>	BA (Hons) Human Resource Management and Law with Sandwich Placement		
<b>Hierarchy of Awards:</b>	Bachelor of Arts with Honours Human Resource Management and Law, having satisfactorily completed a sandwich placement Bachelor of Arts with Honours Human Resource Management and Law Bachelor of Arts Human Resource Management and Law, having satisfactorily completed a sandwich placement Bachelor of Arts Human Resource Management and Law Diploma of Higher Education Human Resource Management and Law Certificate of Higher Education Human Resource Management and Law University Statement of Credit University Statement of Credit		
<b>Language of Study:</b>	English		
<b>Date of DAG approval:</b>	05/Oct/2015		
<b>Last Review:</b>	2016/7		
<b>Course Specification valid from:</b>	2009/0		
<b>Course Specification valid to:</b>	2022/3		

## Academic Staff

<b>Course Leader:</b>	Ms M. Walsh
<b>Head of Department:</b>	Mr Sukhninder Panesar

# Course Information

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Location of Delivery:	University of Wolverhampton
Category of Partnership:	Not delivered in partnership
Teaching Institution:	University of Wolverhampton
Open / Closed Course:	This course is open to all suitably qualified candidates.

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## Entry Requirements:

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Entry requirements are subject to regular review. The entry requirements applicable to a particular academic year will be published on the University website (and externally as appropriate e.g. UCAS

A levels BBC-CCC

BTEC QCF Extended Diploma MMM

BTEC QCF Diploma DD

Access to HE Diploma full award (Pass of 60 credits - of which a minimum of 45 credits must be at level 3 including 18 at Merit or Distinction).

International student language requirements and application guidance can be found at [www.wlv.ac.uk/international/apply](http://www.wlv.ac.uk/international/apply)

## Distinctive Features of the Course:

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The academic and legal skills studied at Level four throughout the year provides sound preparation for the further study of level five and six modules throughout the degree course. The combination of subject knowledge in both Human Resource Management and Law is designed to enable students to be well placed for careers combining both of these subject areas.

There is the opportunity to continue to further enhance specific legal skills in interviewing, negotiation, debating, mooting etc. These legal skills are underpinned by inputs covering ethics and also research.

Materials provided to the students for the core modules on CANVAS will have a corporate style with in-built study sections.

Pastoral support for students is an area of pride for the Faculty; there is a supportive culture with a large team of academic and student support staff to provide excellent pastoral care together with a welcoming academic environment, lecture rooms and facilities.

Our teaching is research-led ensuring that student's learning is focussed on the latest debates in policy and practice in the subject areas making up the degree.

A placement can be undertaken anywhere; local, national or even, in some instances, international. During a placement, you will be doing similar work to a normal employee of the organisation giving you a unique insight into your chosen profession or sector, the opportunity to acquire crucial personal skills and also the opportunity to build a network of useful contacts. Many companies that employ graduates use placement programmes as a method of recruitment so you could be fast tracked into employment or onto one of their graduate schemes if you impress them.

The team at [The Workplace](#) constantly search for new placement opportunities but if you find an opportunity that interests you or you have been successful in securing one yourself, contact them for further information and support.

## Educational Aims of the Course:

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The BA (Hons) Human Resource Management (HRM) and Law degree aims to provide students with knowledge and understanding of law and the legal aspects of human resource management and human resource theories and their strategic applications to firms and organisations operating within a changing global environment. Through the use of a wide range of concepts, approaches and learning techniques the course intends to equip students with a range of personal and intellectual skills in preparation for a career in human resource management with additional legal knowledge to enhance their abilities within this chosen area of employment.

Students will acquire both people management and legally-focused skills which will be attractive to employers at a local, national and international level. Students will gain the ability to act independently in planning and managing tasks using resources to retrieve and evaluate information; and to apply the findings of such work to the solution of human resource management and legal problems.

Intakes:

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September

Major Source of Funding:

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Office for Students (OFS)

Tuition Fees:

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Tuition fees are reviewed on an annual basis. The fees applicable to a particular academic year will be published on the University website.

Year	Status	Mode	Amount
2020/1	H	Full Time / Sandwich	£9250.00
2020/1	Overseas	Full Time / Sandwich	£12250.00

PSRB:

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None

Course Structure:

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## September (Sandwich)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

**Year 1**

Module	Title	Credits	Period	Type
4LW003	Contract Law	20	SEM1	Core
4LW022	English Legal System and Principles of Professional Conduct	20	SEM1	Core
4HR002	Introduction to People at Work	20	SEM1	Core
4IB004	Business in a Global Context	20	SEM2	Core
4LW005	Law of Torts	20	SEM2	Core
4HR003	People, Work and Society	20	SEM2	Core

## September (Sandwich)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

### Year 2

Module	Title	Credits	Period	Type
5HR004	Managing the Employment Cycle	20	SEM1	Core
5LW008	Alternative Dispute Resolution Law and Skills	20	SEM1	Core
5HR002	Leading and Managing in Organisations	20	SEM2	Core
5LW009	Intellectual Property Law	20	SEM1	Core
5HR006	International Human Resources : The Key Issues	20	SEM2	Core
5LW016	Housing and Welfare Law	20	SEM2	Core

## September (Sandwich)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

### Year 3

Module	Title	Credits	Period	Type
5LW022	Supervised Placement Year	40	YEAR	Core

## September (Sandwich)

Part time students study alongside full time students. However, they do not study more than 80 credits in each academic calendar year.

### Year 4

Module	Title	Credits	Period	Type
6HR003	Strategies for People Management	20	SEM1	Core
6HR005	Social Responsibility	20	SEM1	Core
6LW005	Employment Law	20	SEM1	Core
6HR007	Principles of Employment Law & the Practice of Employment Relations	20	SEM2	Core
6LW034	Internet Law	20	SEM2	Core

**For this option group you must choose a minimum of 20 credits and a maximum of 20 credits**

6LW002	Research Methods and Project	20	SEM2	
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Please note: Optional modules might not run every year, the course team will decide on an annual basis which options will be running, based on student demand and academic factors, to create the best learning experience.

## Learning, Teaching and Assessment

Academic Regulations Exemption:

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None

Reference Points:

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Framework for Higher Education Qualifications

QAA Subject Benchmark Statements: Law, Business and Management

CIPD Professional Standards: Employee Relations

Equality Act 2010

University of Wolverhampton Learning Teaching and Assessment Sub Strategy 2012-2017

University of Wolverhampton Equality Objectives 2012-2017

QAA Code of Practice for Placements.

Learning Outcomes:

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CertHE Course Learning Outcome 1 (CHECLO1)

"Demonstrate knowledge of the underlying concepts and principles associated with your area(s) of study, and an ability to evaluate and interpret these within the context of that area of study"

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CertHE Course Learning Outcome 2 (CHECLO2)

"Demonstrate an ability to present, evaluate and interpret qualitative and quantitative data, in order to develop lines of argument and make sound judgements in accordance with basic theories and concepts of your subject(s) of study."

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CertHE Course Learning Outcome 3 (CHECLO3)

Evaluate the appropriateness of different approaches to solving problems related to your area(s) of study and/or work

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CertHE Course Learning Outcome 4 (CHECLO4)

"Communicate the results of your study/work accurately and reliably, and with structured and coherent arguments"

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CertHE Course Learning Outcome 5 (CHECLO5)

Demonstrate the qualities and transferable skills necessary for employment requiring the exercise of some personal responsibility

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DipHE Course Learning Outcome 1 (DHECLO1)

"Demonstrate knowledge and critical understanding of the well-established principles of your area(s) of study, and of the way in which those principles have developed with an understanding of the limits of your knowledge, and how this influences analyses and interpretations based on that knowledge."

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DipHE Course Learning Outcome 2 (DHECLO2)

"Demonstrate the ability to apply underlying concepts and principles outside the context in which they were first studied, including, where appropriate, the application of those principles in an employment context"

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DipHE Course Learning Outcome 3 (DHECLO3)

"Demonstrate knowledge of the main methods of enquiry in the subject(s) relevant to the named award, and ability to evaluate critically the appropriateness of different approaches to solving problems in the field of study"

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DipHE Course Learning Outcome 4 (DHECLO4)

"Use a range of established techniques to initiate and undertake critical analysis of information, and to propose solutions to problems arising from that analysis"

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DipHE Course Learning Outcome 5 (DHECLO5)

"Effectively communicate information, arguments and analysis in a variety of forms to specialist and non-specialist audiences, and deploy key techniques of the discipline effectively"

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DipHE Course Learning Outcome 6 (DHECLO6)

"Demonstrate the qualities and transferable skills necessary for employment, requiring the exercise of personal responsibility and decision-making and undertake further training, developing existing skills and acquire new competences that will enable them to assume significant responsibility within organisations."

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Ordinary Course Learning Outcome 1 (ORDCLO1)

"Demonstrate knowledge of the fundamental concepts, principles, theories and procedures of Human Resources Management (HRM) and the fundamental doctrines, sources and principles which underpin the Law of England and Wales and how it relates to; how Law is made and developed, ethics and the concept of justice and the institutions within which the law is administered. "

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Ordinary Course Learning Outcome 2 (ORDCLO2)

Understand and be able to assess the impact of changing external and internal forces on an organisation's activities from both a legal and people management perspective

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Ordinary Course Learning Outcome 3 (ORDCLO3)

Be able to analyse and evaluate the various aspects of Law and Human Resource Management affecting complex and dynamic global business environments.

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Ordinary Course Learning Outcome 4 (ORDCLO4)

"Apply knowledge to complex situations involving both legal and Human Resource Management issues; recognising potential alternative conclusions and taking into account ambiguity and uncertainty in both legal and Human Resource Management debates, providing supporting conclusions and communicating these appropriately."

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Ordinary Course Learning Outcome 5 (ORDCLO5)

"Acquire a range of people management and legally-focused skills which will be attractive to employers at a local, national and international level including the effective use of resources to retrieve and evaluate information; and to apply the findings to the solution of legal and human resource management problems. "

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Ordinary Course Learning Outcome 6 (ORDCLO6)

Act independently in planning and managing tasks with limited guidance in areas which have been studied.

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Honours Course Learning Outcome 1 (DEGCLO1)

"Demonstrate knowledge of the fundamental concepts, principles, theories and procedures of Human Resources Management (HRM) and the fundamental doctrines, sources and principles which underpin the Law of England and Wales and how it relates to; how Law is made and developed, ethics and the concept of justice and the institutions within which the law is administered. "

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Honours Course Learning Outcome 2 (DEGCLO2)

Understand and be able to assess the impact of changing external and internal forces on an organisation's activities from both a legal and people management perspective

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Honours Course Learning Outcome 3 (DEGCLO3)

Be able to analyse and evaluate the various aspects of Law and Human Resource Management affecting complex and dynamic global business environments.

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Honours Course Learning Outcome 4 (DEGCLO4)

"Apply knowledge to complex situations involving both legal and Human Resource Management issues; recognising potential alternative conclusions and taking into account ambiguity and uncertainty in both legal and Human Resource Management debates, providing supporting conclusions and communicating these appropriately."

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Honours Course Learning Outcome 5 (DEGCLO5)

"Acquire a range of people management and legally-focused skills which will be attractive to employers at a local, national and international level including the effective use of resources to retrieve and evaluate information; and to apply the findings to the solution of legal and human resource management problems. "

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## Honours Course Learning Outcome 6 (DEGCLO6)

Act independently in planning and managing tasks with limited guidance in areas which have been studied.

### Overview of Assessment:

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Module	Title	Course Learning Outcomes
4HR002	Introduction to People at Work	CHECLO1
4HR003	People, Work and Society	CHECLO1, CHECLO2
4IB004	Business in a Global Context	CHECLO1, CHECLO2
4LW003	Contract Law	CHECLO1, CHECLO2
4LW005	Law of Torts	CHECLO1
4LW022	English Legal System and Principles of Professional Conduct	CHECLO1, CHECLO2
5HR002	Leading and Managing in Organisations	DHECLO1, DHECLO4
5HR004	Managing the Employment Cycle	DHECLO1, DHECLO3, DHECLO4
5HR006	International Human Resources : The Key Issues	DHECLO1, DHECLO4
5LW008	Alternative Dispute Resolution Law and Skills	DHECLO1, DHECLO2
5LW009	Intellectual Property Law	DHECLO1, DHECLO2
5LW016	Housing and Welfare Law	DHECLO1, DHECLO2, DHECLO3
5LW022	Supervised Placement Year	DHECLO2, DHECLO3, DHECLO4
6HR003	Strategies for People Management	DEGCLO1, DEGCLO2, ORDCLO1, ORDCLO2
6HR005	Social Responsibility	DEGCLO1, DEGCLO2, ORDCLO1, ORDCLO2
6HR007	Principles of Employment Law & the Practice of Employment Relations	DEGCLO1, DEGCLO2, DEGCLO3, DEGCLO6, ORDCLO1, ORDCLO2, ORDCLO3, ORDCLO6
6LW002	Research Methods and Project	DEGCLO1, DEGCLO5, DEGCLO6, ORDCLO1, ORDCLO5, ORDCLO6
6LW005	Employment Law	DEGCLO1, DEGCLO4, DEGCLO6, ORDCLO1, ORDCLO4, ORDCLO6
6LW034	Internet Law	DEGCLO1, DEGCLO3, ORDCLO1, ORDCLO3

### Teaching, Learning and Assessment:

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There will be a variety of learning activities across the course at each level which will support the student's achievement of the course learning outcomes, which may include:

- Lectures
- Seminars
- Interactive lectures
- Tutorials
- Small and large group work
- Student presentations (individual and group)
- Case studies
- Research activities/exercises
- Independent and guided study
- Collaborative and individual on-line activities
- Discussion forums



- Videos and DVDs
- Community-based learning through placement modules.

Student support materials are available on the University VLE along with on-line activities, formative MCQs to support student's digital literacy along with any required elements of assignment writing by word-processing

Group and individual tasks, student individual and team presentations and seminar work will support student's enterprising ideas

### Assessment Methods:

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At the University of Wolverhampton, a variety of modes of assessment will be used to support and test your learning and progress and to help you develop capabilities that are valued beyond your University studies and into your working life. Your course may include a variety of assessment activities:

Written examinations (including online examinations, open and closed book examinations and quizzes)  
 Coursework (for example, essays, reports, portfolios, project proposals and briefs, CVs, poster presentation)  
 Practical (for example, oral and video presentations, laboratory work, performances, practical skills assessment)

In the final year of your undergraduate degree, and at the end of your postgraduate degree, you are likely to be expected to write an extended piece of work or research, such as a dissertation or a practice-based piece of research.

### Student Support:

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Student support and guidance mechanisms are provided by the University the Faculty and each subject department. There is a Directorate of Academic Support available to advise on academic study skills. Students are further supported by dedicated administrative support staff who are aligned to courses and or subject areas.

All students will have a personal tutor to support their progress throughout their course.

At level four students are shown how to locate and access the University's Sharpen Up Your Skills website and informed where the Study Skills section in the Harrison Learning Centre (HLC) is located. They are also introduced to the subject librarian (who uploads information retrieval/study skills materials and activities onto level four VLE topics).

VLE include study skills-related materials such as stylebooks and shared URLs that link to various on-line study skills websites.

Most research on academic literacy and study skills development advocates embedding them in the subject rather than through bolted-on learning experiences and much of the level four programme is geared towards developing students' generic and subject-specific study skills.

Subject specific research skills are embedded in module learning activities - both in-class and out-of-class and require students to use electronic and HLC resources (e.g., OPAC, e-books) to complete assessment tasks.

The development of both academic and legal skills and is at the heart of this course with the inclusion of a Applied Legal Skills and Research module at level four through which the key legal and study skills will be introduced and will also be embedded through seminars at all levels. The level four modules will be a vehicle for the development of the skills which students will need to complete the course successfully.

More advanced academic and legal skills are covered at Levels five and six. Where appropriate on-line activities will support learning. Students undertaking their Research Project will be supported by an allocated academic tutor

One-to-one consultation appointments are available, study-group classes and workshops as well as revision

and re-sit preparation sessions when re-sits are taking place.

Students will receive feedback formally and also informally throughout the modules and the course through written feedback and where appropriate electronically for both formative and summative assessments. The focus of the feedback will be constructive and also advice-based to indicate best changes to make in style of study and delivery to progress and enhance the students learning.

### Employability in the Curriculum:

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Graduates may enter a range occupations including those most closely aligned to their undergraduate study including: Human Resource Management, General Management, Finance, Trading Standards, Health & Safety, Personnel, Accountancy, Local Authority, Civil Service, Banking, Insurance and work in public and private sector management.

The completion of a Sandwich Year will enable you to gain valuable hands on experience in a relevant work environment. This will not only provide additional practical subject skills but it will also develop personal transferable skills such as communication skills, problem solving skills and demonstrate competency in working with other people. This will increase your employability and assist you in gaining employment in the future.



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