



CILEX Level 6 Single Subject Certificate/CILEX Level 6 Professional Higher Diploma in Law and Practice/CILEX Level 6 Graduate Fast-Track Diploma

Unit 19 – The Practice of Employment Law

Case study materials

January 2026

Information for candidates

- You should familiarise yourself with these case study materials before the examination, taking time to consider the themes raised in the materials.
- You should consider the way in which your knowledge and understanding relate to these materials.
- In the examination, you will be presented with a set of questions which will relate to these materials.
- You may discuss these materials with your tutor(s).

Instructions and information to candidates during the examination

- You are allowed to take your own clean/unannotated copy of this document into the examination. Alternatively, you can access the electronic version of this document in the examination.
- You are allowed to take your own unmarked copy of the following designated statute book into the examination – Blackstone's Statutes on Employment Law, 32nd edition, Richard Kidner, Oxford University Press, 2023.
- You must comply with the CILEX Exam Regulations – Online Exams at Accredited Centres/CILEX Exam Regulations – Online Exams with Remote Invigilation.

Turn over

CASE STUDY MATERIALS
ADVANCE INSTRUCTIONS TO CANDIDATES

You are a trainee lawyer in the firm of Kempstons, The Manor House, Bedford, MK42 7AB. Your supervising partner is Ava Arbuckle. You arrive at work and are given the following documentation to review and consider.

DOCUMENT 1: Email from Elaine Baxter to Ava Arbuckle dated 5 December 2025

DOCUMENT 2: Attendance note dated 8 December 2025 – meeting attended by Ava Arbuckle (advocate) and Filipe Egbert (client)

DOCUMENT 3: Memorandum from Ava Arbuckle dated 12 December 2025

DOCUMENT 4: Email from Meena Yates to Ava Arbuckle dated 16 December 2025

EMAIL FROM ELAINE BAXTER TO AVA ARBUCKLE

From: Elaine Baxter

Sent: 5 December 2025 14:55

To: Ava Arbuckle

Subject: Work Issues

Hello

I am a 25-year-old woman, and I have been working at CobsWeb Pub for the last two and a half years. My boss, Mila Weaver, was ok with me up until late last year, when she suddenly started being unkind to me.

I should let you know that although I am now a woman, I was born in a male body. I have not undergone any surgery or medical treatment but I now identify as a woman. When I was first hired by CobsWeb Pub, I had not yet transitioned to become a woman. I started living as a woman last summer. After this change, Mila became really nasty with me. First, it started with her asking me personal questions, including whether I now have sex with men or with women! Mila also once called me a gay man in a dress, which really embarrassed and humiliated me.

All of this was bad but even worse is when Mila told me that I was no longer being promoted, even though she had promised me I would be. But that promise was made before I transitioned to become a woman and Mila changed her mind within a week of my identifying as a woman when at work. Mila said she changed her mind about promoting me because of changes in my work behaviour. The only thing that changed is that I now openly live as a woman. This promotion would have meant earning more money, so I'm very upset about it.

The management at the pub know Mila has been picking on me since last summer and they have done nothing, and they even agreed I shouldn't be promoted any more.

All this feels really unfair and I want to know if the company has done anything wrong that I can sue them for? But if I did sue them, I wouldn't want anyone to know about my complaint as I am a very private person and I feel really embarrassed about what has happened to me at work.

Thanks

Elaine Baxter

ATTENDANCE NOTE

Meeting attended by: Ava Arbuckle (advocate) and Filipe Egbert (client) owner of Yellow Buds Ltd, a firm specialising in the refurbishment of company offices. Mr Egbert seeks confirmation of his rights regarding the three (unrelated) issues below.

Date: 8 December 2025

Issue 1: Jason Clarke, recruiter at Yellow Buds Ltd for two years, was dismissed last year for improper use of the internet during working hours. Mr Clarke has brought a claim of unfair dismissal against Yellow Buds Ltd claiming he was not made aware of any company restrictions on internet use. Mr Egbert concedes the company has no specific policy on internet use. Yellow Buds Ltd therefore seeks to offer Mr Clarke a settlement rather than arguing the case.

Issue 2: Yellow Buds Ltd pays its male security guards a higher rate of pay than its female security guards. Mr Egbert states that the reason behind this is that the company requires only the male security guards to 'physically apprehend trespassers'; although this very rarely occurs. Nikita Noor, is a female security guard at Yellow Buds Ltd's head office. Ms Noor has raised a complaint against Yellow Buds Ltd on finding out that her male colleague, doing the same job, is paid 8% more than she is.

Issue 3: Tasmin Dasani, senior manager at Yellow Buds Ltd for eight years, resigned in November 2025. Mr Egbert came to know that Ms Dasani, following her resignation, had been maintaining contact with local clients of Yellow Buds Ltd and using these contacts in her new job. Consequently, Ms Dasani was legally challenged and the matter has since been resolved out of court. Mr Egbert seeks to tighten the employment contracts of Yellow Buds Ltd to prevent future such incidents.

MEMORANDUM

To: Trainee Lawyer

From: Ava Arbuckle

Client: Carl Sanders

Date: 12 December 2025

Hello

Please review the notes below and prepare to assist me with this new client.

Many thanks

Ava Arbuckle

Meeting with Carl Sanders, employed by Giraffe Ltd for one year as a sales manager. Mr Sanders has one son, Gino, who is six years old. Mr Sanders is married and his wife is pregnant with their second child. Last month, Gino fell off his bike at home. Mr Sanders requested time off work to take his son to the accident and emergency department of the local hospital as his wife was unwell that day. Giraffe Ltd refused as 'no notice was given for the leave'.

Mr Sanders states that he wants to accompany his wife to all her antenatal appointments. Giraffe Ltd granted him leave to accompany his wife to her antenatal appointments for the first three visits. His fourth request for such leave was refused as there was an inspection of the work premises taking place that day and all sales managers needed to be present.

Mr Sanders seeks confirmation of his rights in respect of the above.

Note: in a follow-up phone call, Mr Sanders mentioned in passing that he has suffered with a chronic lung condition since early childhood, for which he will require lifelong medication to enable his normal daily functioning. When I asked if Giraffe Ltd knew of his condition, he stated that the company was aware and allowed him to bring 'an air cleaner' from home into his office to help with his condition. When asked why he brings this item from home, Mr Sanders stated that Giraffe Ltd refused to provide him with this piece of equipment due to the cost of the item (£500). The company further added that it cannot provide Mr Sanders with any special equipment as it has to treat all staff equally and cannot give him preferential treatment.

EMAIL FROM MEENA YATES TO AVA ARBUCKLE

From: Meena Yates

Sent: 16 December 2025 16:12

To: Ava Arbuckle

Subject: Dismissal

Hi

I am writing to you in the hope you'll be able to assist me in determining my legal rights.

Until recently, I had been employed as a business analyst at UnderCut Ltd for around six weeks when I fell pregnant. I work remotely so I decided not to tell my employer about my pregnancy until the final months, as I preferred to keep it private (having suffered miscarriages in the past).

During my eighth month of pregnancy, an email was sent to all staff working remotely. This message explained that there were changes taking place in the company and they would 'prefer' remote working employees to be available to attend regular meetings in their physical offices (located several miles from where I live).

I knew that I would be unable to commit to this due to my pregnancy. I immediately emailed my manager at UnderCut Ltd, Clare Wright, notifying her of my pregnancy; explaining I was in my eighth month and requesting maternity leave to begin the following month. Within an hour, I received a very short email back from Clare informing me that she will forward my request to the relevant department. She further added that it was very unlikely my request would be accepted due to the duration of my employment at the company.

Later that same day, I received an email from management at UnderCut Ltd telling me that by 'not informing them of my pregnancy within the required statutory time limits, I had breached my employment contract and created a health and safety risk'. The email concluded that they could no longer continue with my employment and I was dismissed on these grounds.

I very strongly believe that I was dismissed due to my pregnancy as I was immediately dismissed on notifying UnderCut Ltd of my pregnancy and requesting maternity leave. I had a perfect employment record with the company in the eight months I worked there.

I seek your advice.

Meena Yates

End of the case study materials