

**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**

**Question paper**

**January 2026**

**Time allowed: 3 hours and 15 minutes (includes 15 minutes reading time)**

**Instructions and information**

- It is recommended that you take **fifteen** minutes to read through this question paper before you start answering the questions. However, if you wish to, you may start answering the questions immediately.
- You must answer **all** questions.
- This question paper is out of 100 marks.
- The marks for each question are shown — use this as a guide as to how much time to spend on each question.
- Write in full sentences — a yes or no answer will earn no marks.
- Full reasoning must be shown in your answers.
- Statutory authorities, decided cases and examples should be used where appropriate.
- You are allowed to use your own printed copy of the pre-release case study materials, as long as the materials are not annotated in any way. Alternatively, you can access the electronic version of the pre-release case study materials available in the examination.
- You are allowed to make notes on your scrap paper during the examination.
- A basic calculator is provided should you require the use of one.
- You can use your own unmarked copy of the following designated statute book: **Blackstone's Statutes on Employment Law, 32<sup>nd</sup> 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***

**Answer ALL questions**

**Question 1**

Reference: Question relates to **Document 1** of the case study materials.

a) Advise Elaine Baxter:

(i) if her rights under the Equality Act 2010 have been breached;

**(12 marks)**

(ii) on the remedies available to her if her rights under the Equality Act 2010 have been breached.

**(8 marks)**

b) Explain to Elaine Baxter the grounds upon which a tribunal can restrict reporting of a case and whether they are likely to restrict reporting in her case, if she were to bring a claim against CobsWeb Pub Ltd.

**(9 marks)**

**(Total: 29 marks)**

**Question 2**

Reference: Question relates to **Document 2** of the case study materials.

a) Advise Filipe Egbert:

(i) on the benefits of having company specific policies;

**(7 marks)**

(ii) on the requirements of a valid settlement agreement;

**(6 marks)**

(iii) whether Yellow Buds Ltd has breached the rights of Nikita Noor. **(Do not consider remedies.)**

**(7 marks)**

b) Draft a non-solicitation clause for Yellow Buds Ltd to include in its employment contracts.

**(10 marks)**

**(Total: 30 marks)**

### Question 3

Reference: Question relates to **Document 3** of the case study materials.

a) Draft an email advising Carl Sanders if Giraffe Ltd breached his right to:

- paid emergency leave;
- accompany his wife to her antenatal appointment.

*(11 marks)*

b) Explain whether Carl Sanders has been discriminated against on the basis of his lung condition.

**(Do not consider remedies.)**

*(9 marks)*

*(Total: 20 marks)*

### Question 4

Reference: Question relates to **Document 4** of the case study materials.

a) Explain to Meena Yates whether **UnderCut Ltd** had a duty to give her:

- maternity leave;
- statutory maternity pay.

*(8 marks)*

b) Advise Meena Yates whether she has been unfairly dismissed and, if so, the remedies available to her.

*(13 marks)*

*(Total: 21 marks)*

**End of the examination**

© 2026 The Chartered Institute of Legal Executives