

Module specification

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Module code	BUS693
Module title	Employment Law
Level	6
Credit value	20
Faculty	SLS
Module Leader	Neil Pritchard
HECoS Code	100485
Cost Code	GAMG

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
BA (Hons) Business and Management	Core
BA (Hons) Business & HRM	Core

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	24 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	0 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	24 hrs
Placement / work based learning	0 hrs
Guided independent study	176 hrs
Module duration (total hours)	200 hrs

For office use only	
Initial approval date	November 2021
With effect from date	September 2022
Date and details of revision	
Version number	1

Module aims

To develop a critical understanding of the concepts and principles of employment law and the ability to apply these concepts to the business world.

Module Learning Outcomes - at the end of this module, students will be able to:

1	To develop a critical understanding of the concepts and principles of employment law and the ability to apply these concepts to the business world.
2	Critically evaluate the contractual relationship between employer and employee and those of workers and the self-employed
3	Assess and apply the various forms of employment protection given to different types of worker
4	Critically discuss the provisions regarding equality and family friendly rights
5	Demonstrate a practical understanding of the law of dismissal and redundancy and actions short of dismissal and redundancy
6	Explain and evaluate the legal principles underpinning the law on health and safety and industrial action

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Indicative Assessment 1:

A two part assignment consisting of a critical analysis of the legal principles of the employment contract followed by a case study requiring an application of the legal principles of dismissal/redundancy to a realistic commercial situation. (Max word count 2,500)

Indicative Assessment 2:

A two-part assignment consisting of a critical analysis of the legal principles of equality/family friendly rights law, health and safety policies or industrial action law followed by a case study requiring an application of the principles of equality/family employment law or health and safety policies to a realistic commercial situation.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1,2,3	Coursework	50%
2	4,5,6	Coursework	50%

Derogations

None

Learning and Teaching Strategies

Lecture material will be provided to students online, a minimum of three working days before the classroom tutorials. The classroom tutorials will facilitate interactive discussion and feedback on the lecture material which forms a basis for group work through practical exercises.

The module is embedded within the values and practices espoused in the Glyndwr University's Teaching and Learning and Assessment strategy whereby students are encouraged to take responsibility for their own learning and staff facilitate the learning process, with the aim of encouraging high levels of student autonomy in learning and the capacity to apply it within the wider environment.

Indicative Syllabus Outline

1. The sources and structure of employment law
2. Determining employment status
3. The contract of employment
4. Implied terms regarding working hours, holidays and pay
5. Family friendly employment rights
6. Protection from discrimination and equal pay provisions
7. Wrongful and unfair dismissal
8. Redundancy - the rights of employees, the obligations of employers
9. Health and safety in the workplace
10. Industrial action and trade union rights

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Lewis, D. and Sargeant, M. (2019), *Employment Law: The Essentials*. 15th ed. London: Kogan Page.

Other indicative reading

Textbooks:

Daniels, K. (2022), *Introduction to Employment Law: Fundamentals for HR and Business Students*. 6th ed. London: Kogan Page.

Emir, A. (2020), *Selwyn's Law of Employment*. 21st ed. Oxford: Oxford University Press.

Pitt, G. (2020), *Pitt's Employment Law*. 11th ed. London: Sweet & Maxwell.

Honeyball, S. (2016), *Honeyball & Bowers' Textbook on Employment Law*. 14th ed. Oxford: Oxford University Press.

Sargeant, M. and Lewis, D. (2020), *Employment Law*. 9th ed. London: Routledge.

Smith, I. and Baker, A. (2021), *Smith & Wood's Employment Law*. 14th ed. Oxford: Oxford University Press.

Websites:

www.legislation.gov.uk

www.gov.uk

www.acas.org.uk

www.employmentlaws.co.uk

www.personneltoday.com

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes

Engaged

Creative

Ethical

Key Attitudes

Commitment

Curiosity

Resilience

Confidence

Adaptability

Practical Skillsets

Digital Fluency

Organisation

Leadership and Team working

Critical Thinking

Emotional Intelligence

Communication