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Refer to guidance notes for completion of each section of the specification.

Module Code:	BUS625
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Module Title:	Employment Law
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Level:	6	Credit Value:	20
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Cost Centre(s):	GAMG	JACS3 code:	N211
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Faculty:	SALS	Module Leader:	Neil Pritchard
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Scheduled learning and teaching hours	24 hrs
Placement / work based learning	0 hrs
Guided independent study	176 hrs
Module duration (total hours)	200 hrs

Programme(s) in which to be offered (not including exit awards)	Core	Option
BA (Hons) Business	✓	<input type="checkbox"/>
BA (Hons) Human Resource Management	✓	<input type="checkbox"/>
BA (Hons) Business Part-Time (L6 Top Up)	✓	<input type="checkbox"/>

Pre-requisites
None

Office use only

Initial approval: 29/06/2018

Version no: 9

With effect from: 20/09/2019

Date and details of revision: 05/08/2020 Temporary change to assessment for 2020/21 post Covid-19.

Revised 24/09/2021 - Temporary assessment extended for 2021-22

Revised 05/09/2022 – Assessment reverted. Reading list updated.

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 workers
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

Employability Skills The Wrexham Glyndŵr Graduate	I = included in module content A = included in module assessment N/A = not applicable
<i>Guidance: complete the matrix to indicate which of the following are included in the module content and/or assessment in alignment with the matrix provided in the programme specification.</i>	
CORE ATTRIBUTES	
Engaged	I
Creative	I,A
Enterprising	I,A
Ethical	I,A
KEY ATTITUDES	
Commitment	I
Curiosity	I,A
Resilient	I
Confidence	I,A
Adaptability	I
PRACTICAL SKILLSETS	
Digital fluency	I,A
Organisation	I,A
Leadership and team working	I
Critical thinking	I,A

Employability Skills The Wrexham Glyndŵr Graduate	I = included in module content A = included in module assessment N/A = not applicable
Emotional intelligence	I,A
Communication	I,A
Derogations	
None	

Assessment:			
Indicative Assessment Tasks:			
<p>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)</p> <p>Indicative Assessment 2: A two hour exam consisting of a critical analysis of the legal principles of equality/family employment 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.</p>			
Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1, 2, 3	Coursework	50%
2	4, 5, 6	Examination	50%

Learning and Teaching Strategies:
<p>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.</p> <p>The module is embedded within the values and practices espoused in the Glyndŵr 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.</p>

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:**Essential reading**

Daniels, K. (2022) 'Introduction to Employment Law: Fundamentals for HR and Business Students', 6th Edn. CIPD KoganPage

Other indicative reading**Textbooks:**

Emir, A. (2018) 'Selwyn's Law of Employment', 20th Edn., Oxford

Pitt, G. (2016) 'Pitt's Employment Law', 10th Edn., Sweet & Maxwell

Russell, R. (2018) 'Honeyball & Bower's Textbook on Employment Law', 15th Edn., Oxford

Sargeant, M. & Lewis, D. (2018) 'Employment Law', 8th Edn., Routledge

Smith, I. & Baker, A. (2017) 'Smith & Wood's Employment Law', 13th Edn., Oxford

Websites:

www.legislation.gov.uk

www.gov.uk

www.acas.org.uk

www.employmentlaws.co.uk

www.personneltoday.com

Indicative Bibliography: