1. **Title of the module**

BUSN5016 (CB5016): Business and Employment Law

1. **Division or partner institution which will be responsible for management of the module**

Kent Business School

1. **The level of the module (Level 4, Level 5, Level 6 or Level 7)**

Level 5

1. **The number of credits and the ECTS value which the module represents**

15 credits (7.5 ECTS)

1. **Which term(s) the module is to be taught in (or other teaching pattern)**

Spring

1. **Prerequisite and co-requisite modules**

None

1. **The courses of study to which the module contributes**

BSc (Hons) in Accounting & Finance and associated courses

BSc Marketing (Hons) and associated courses

BSc International Business (Hons) and associated courses

BSc Management (Hons) and associated courses

This module is not open to single or joint honours Law students except Stage 1 students studying on LLB Law and Accounting & Finance

1. **The intended subject specific learning outcomes.  
   On successfully completing the module students will be able to:**

8.1 Demonstrate knowledge and understanding of the English Legal System and the impact of European Union Law in the UK

8.2 Understand and critically evaluate the legal concepts and principles of law relating to  
the obligations that can arise between parties in a business relationship.

8.3 Critically apply detailed knowledge and understanding of the legal structure governing business organisations.

8.4 Demonstrate an in depth understanding of the main laws governing the employment of staff.

1. **The intended generic learning outcomes.  
   On successfully completing the module students will be able to:**

9.1 Synthesise complex information and apply multi-faceted concepts to business situations, paying careful attention to detail.

9.2 Apply enhanced problem-solving skills to analyse and resolve issues that arise in the course of carrying out business.

9.3 Develop an enhanced ability to structure and formulate reasoned and persuasive arguments, and defend a position convincingly

9.4 Carry out independent research to deepen understanding.

1. **A synopsis of the curriculum**

The law affects the commercial world in many ways. This module focuses on how businesses fulfil their legal obligations to customers, suppliers and their workforce. As well as exploring how businesses are structured and the duties on directors and partners it also considers the legal obligations individuals and organisations have over those to whom they have a duty of care. The module further covers the main laws governing the employment of staff and contractors. By applying the law to real-world business situations students are able to fine-tune their problem solving skills, and their ability to construct well-reasoned and persuasive arguments.

Indicative topics are:

* The English Legal System, Legal Process, Dispute Resolution and the impact of European Union Law in the UK;
* Law of Negligence – including general principles and negligent misstatement;
* Law of Business Organisations - classification of business organisations; main principles applying to general and limited liability partnerships and registered companies, and directors’ duties;
* Employment Law - the general scope of the legal obligations owed by employers to employees, including the employment contract, discrimination and dismissal.

1. **Reading list (Indicative list, current at time of publication. Reading lists will be published annually)**

Core textbook:

MacIntyre, E. (2018) *Business Law*. 9th edn. London: Pearson

Recommended reading:

Adams, A, Caplan, S and Lockwood, G. (2020) *Law for Business Students.* 11th edn. London: Pearson

Horsey, K and Rackley, E. (2019) *Tort Law.* 6th edn. Oxford: Oxford University Press

MacIntyre, E. (2018) *Essentials of* *Business Law*. 6th edn. London: Pearson   
Roach, L. (2016) *Card and James’* *Business Law.* 4th edn. Oxford: Oxford University Press

Wild, C. and Weinstein, S. (2019) *Smith and Keenan’s Company Law.* 18th edn. London: Pearson

1. **Learning and teaching methods**

Total contact hours: 34

Private study hours: 116

Total study hours: 150

1. **Assessment methods**
   1. Main assessment methods

Researched Problem Question Essay (3,000 words) (40%)

Examination, 2-hour (60%)

13.2 Reassessment methods

100% examination

1. **Map of module learning outcomes (sections 8 & 9) to learning and teaching methods (section12) and methods of assessment (section 13)**

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Module learning outcome** | *8.1* | *8.2* | *8.3* | *8.4* | *9.1* | *9.2* | *9.3* | *9.4* |
| **Learning/ teaching method** |  |  |  |  |  |  |  |  |
| Private Study | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| Lectures | **X** | **X** | **X** | **X** | **X** |  | **X** |  |
| Seminars | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |
| Revision Session | **X** | **X** | **X** | **X** | **X** | **X** | **X** |  |
| **Assessment method** |  |  |  |  |  |  |  |  |
| Researched Problem Question Essay (3000 words) | **X** | **X** |  |  | **X** | **X** | **X** | **X** |
| Examination (2 hour) | **X** | **X** | **X** | **X** | **X** | **X** | **X** | **X** |

1. **Inclusive module design**

The Division recognises and has embedded the expectations of current equality legislation, by ensuring that the module is as accessible as possible by design. Additional alternative arrangements for students with Inclusive Learning Plans (ILPs)/declared disabilities will be made on an individual basis, in consultation with the relevant policies and support services.

The inclusive practices in the guidance (see Annex B Appendix A) have been considered in order to support all students in the following areas:

a) Accessible resources and curriculum

b) Learning, teaching and assessment methods

1. **Campus(es) or centre(s) where module will be delivered**

Canterbury

1. **Internationalisation**

UK law has underpinned the development of law in countries worldwide, and the module discusses the international reach of many of its core principles. The module also explicitly discusses law that has been generated from the European Union, and how the law around limited liability partnerships arose following the development of the model in the US. Comparisons with other jurisdictions such as the Australian and/or Canadian legal system and its influence on UK law is also discussed on the module.

**DIVISIONAL USE ONLY**

**Revision record – all revisions must be recorded in the grid and full details of the change retained in the appropriate committee records.**

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| Date approved | Major/minor revision | Start date of the delivery of revised version | Section revised | Impacts PLOs (Q6&7 cover sheet) |
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