



**INTERNATIONAL QUALIFICATIONS
AND ASSESSMENT CENTRE (IQAC)**



Programme	Level 4 Extended Diploma in Strategic Business Management (RQF)		
Unit Number/ Unit Title	UNIT 4 BUSINESS LAW AND ETHICS		
Cohort Code:	L04BLE-U4		
Unit Level	LEVEL 4		
Total GLH	Total qualification time 200/ Total Guided learning hours 90/ Self-guided learning hours 110		
Credits/Hours	20 CATS/ 10 ECTS		
Lecturer			
Start Date		End Date	

Unit Aims	This unit aims to provide students with an understanding of the legal and ethical frameworks that govern business operations and decision-making. Students will also be able to analyse ethical dilemmas in business as well as business regulations and compliance.
Differentiation Strategies <i>(e.g. planned activities or support for individual learners according to their needs)</i>	<p>Various approaches to addressing the various identified students' needs will be adopted throughout the lesson. Such will include:</p> <ol style="list-style-type: none"> 1. Progressive tasks 2. Digital resources 3. Verbal support 4. Variable outcomes 5. Collaborative learning 6. Ongoing assessment 7. Flexible-pace learning
Equality & Diversity	Variety of teaching techniques will be employed to ensure that the needs of each individual learner are met.

Safeguarding & Prevent	Safeguarding policies and the Prevent duty are strictly observed to ensure the safety, well-being, and inclusivity of all students and staff.
Health & Safety	SIRM H&S policies will be maintained.
Learning Resources	Teaching and Learning Materials
	Mallor, J. P., Barnes, A. J., Bowers, T., & Langvardt, A. W. (2019). "Business Law and the Regulation of Business." McGraw-Hill Education.
	Jennings, M. M. (2019). "Business Ethics: Case Studies and Selected Readings." Cengage Learning.
	Gibson, A., & Fraser, D. (2017). "Business Law: A Guide to the Legislation." Pearson.
	Ferrell, O. C., Fraedrich, J., & Ferrell, L. (2018). "Business Ethics: Ethical Decision Making & Cases." Cengage Learning.
	Cheeseman, H. R. (2018). "Business Law: Legal Environment, Online Commerce, Business Ethics, and International Issues." Pearson.

Learning Outcome	Assessment Criteria
LO1. Learner will be able to understand legal frameworks in business.	AC 1.1: Define the legal principles and frameworks governing business operations (e.g., contract law, tort law, business entities). AC 1.2: Explain the role of law in regulating business practices. AC 1.3: Analyse legal cases or scenarios in business contexts.
LO2. Learner will be able to analyse ethical dilemmas in business.	AC 2.1: Identify ethical issues and dilemmas that arise in business operations and decision-making. AC 2.2: Evaluate the impact of ethical decisions on stakeholders, society, and organizational reputation. AC 2.3: Apply ethical frameworks to analyse and resolve dilemmas.
LO3. Learner will be able to comprehend business regulations and compliance.	AC 3.1: Explore regulatory requirements and compliance standards relevant to different business sectors. AC 3.2: Assess the implications of non-compliance with regulations and ethical standards in business. AC 3.3: Develop strategies for ensuring legal and ethical compliance.
LO4. Learner will be able to apply legal and ethical principles.	AC 4.1: Apply legal principles to analyze and resolve business-related legal issues. AC 4.2: Develop ethical decision-making frameworks for real-world business scenarios. AC 4.3: Formulate and justify ethical guidelines or policies for a business setting.
LO5. Learner will be able to communicate legal and ethical considerations.	AC 5.1: Communicate legal and ethical considerations effectively in written reports, case analyses, or presentations. AC 5.2: Present arguments and recommendations regarding legal and ethical dilemmas professionally. AC 5.3: Engage in discussions on legal and ethical issues with clarity and depth.

No	Learning Outcomes/Topic	Learning and Teaching Outcomes	Which assessment criteria does the session relate to?	Day/month/year/ signature
1.	Introduction to Legal Frameworks in Business	<ul style="list-style-type: none"> • Learning Outcome: Define legal principles and frameworks governing business operations (e.g., contract law, tort law, business entities). • Activities: Lecture: Overview of business law principles and types of business entities Class Discussion: Why legal frameworks matter in business Group Activity: Classify different types of laws affecting businesses 	LO1	
2.	The Role of Law in Regulating Business Practices	<ul style="list-style-type: none"> • Learning Outcome: Explain the role of law in regulating business practices. • Activities: Lecture: Regulatory systems and business operations Case Review: Real-world examples of regulatory intervention Class Debate: Law as a safeguard or a constraint? 	LO1	
3.	Analyzing Legal Cases and Scenarios	<ul style="list-style-type: none"> • Learning Outcome: Analyse legal cases or scenarios in business contexts. • Activities: Lecture: How to analyze legal case briefs Group Activity: Analyze a contract breach case Presentation: Groups present findings and interpretations 	LO1	
4.	Identifying Ethical Issues in Business	<ul style="list-style-type: none"> • Learning Outcome: Identify ethical issues and dilemmas that arise in business operations and decision-making. • Activities: Lecture: Common ethical challenges in modern businesses 	LO1	

		<p>Class Discussion: Personal values vs. business objectives</p> <p>Role Play: Encountering ethical dilemmas at work</p>		
5.	Revision Class	<ul style="list-style-type: none"> • Task 1: Legal Frameworks & Business Operations Presentation Instructions: Present an overview of key business laws (e.g., contract law, tort law) and classify different types of laws affecting businesses. Objective: Define and apply legal principles and frameworks to business operations, demonstrating understanding of their impact. • Task 2: Ethical Dilemmas & Legal Case Analysis Presentation Instructions: Analyze a real-world legal case or ethical dilemma in business, discuss the implications, and present solutions. Objective: Identify ethical issues in business contexts and analyze legal scenarios to determine appropriate actions. 	LO1	
6.	Evaluating the Impact of Ethical Decisions	<ul style="list-style-type: none"> • Learning Outcome: Evaluate the impact of ethical decisions on stakeholders, society, and organizational reputation • Activities: Lecture: Stakeholder theory and ethical consequences Group Case Study: Ethical decision impact analysis Reflective Writing: How ethical failures hurt reputation 	LO1	

7.	Applying Ethical Frameworks to Dilemmas	<ul style="list-style-type: none"> • Learning Outcome: Apply ethical frameworks to analyse and resolve dilemmas. • Activities: Lecture: Utilitarianism, deontology, and virtue ethics Scenario Practice: Apply frameworks to real dilemmas Group Discussion: Which framework suits which case? 	LO1, LO2	
8.	Regulatory Requirements and Compliance	<ul style="list-style-type: none"> • Learning Outcome: Explore regulatory requirements and compliance standards relevant to different business sectors. • Activities: Lecture: Industry-specific regulations (e.g., finance, healthcare) Guest Speaker (optional): Compliance officer Group Research: Compare compliance in two industries 	LO1, LO2	
9.	Implications of Non-Compliance	<ul style="list-style-type: none"> • Learning Outcome: Assess the implications of non-compliance with regulations and ethical standards in business. • Activities: Lecture: Fines, lawsuits, and reputational damage Group Activity: Case study of a compliance failure (e.g., Volkswagen, Wells Fargo) Class Discussion: Could it have been avoided? 	LO1, LO2, LO3	
10.	Revision Class	<ul style="list-style-type: none"> • Task 1: Ethical Decision Impact Analysis Presentation Instructions: Present a case study of an ethical decision, evaluating its impact on stakeholders, society, and organizational reputation. Objective: Evaluate the consequences of ethical decisions on stakeholders and organizational reputation, demonstrating the significance of ethical behavior. 	LO1, LO2, LO3	

		<ul style="list-style-type: none"> • Task 2: Applying Ethical Frameworks to Business Dilemmas Presentation Instructions: Apply ethical frameworks (e.g., utilitarianism, deontology) to analyze a business dilemma, presenting a solution based on the most appropriate framework. Objective: Apply ethical frameworks to resolve business dilemmas and justify the choice of framework for specific cases. 		
11.	Review	<ul style="list-style-type: none"> • Review of business law and ethics. Activities: • Review Session: Key concepts covered from weeks 1-10. • Mock Exam: Practice questions on business law and ethics • Feedback Session: Discuss common issues faced by students. 	LO1, LO2	
12.	Developing Strategies for Legal and Ethical Compliance	<ul style="list-style-type: none"> • Learning Outcome: Develop strategies for ensuring legal and ethical compliance. • Activities: Lecture: Building compliance programs and policies Workshop: Design a compliance checklist for a startup Peer Review: Evaluate each other's strategies 	LO1, LO2, LO3	
13.	Applying Legal Principles to Business Issues	<ul style="list-style-type: none"> • Learning Outcome: Apply legal principles to analyze and resolve business-related legal issues. • Activities: Lecture: Legal problem-solving techniques Legal Simulation: Solve a commercial dispute Group Discussion: Was the outcome legally justified? 	LO4, LO5	
14.	Developing Ethical Decision-Making Frameworks	<ul style="list-style-type: none"> • Learning Outcome: Develop ethical decision-making frameworks for real-world business scenarios. 	LO4, LO5	

		<ul style="list-style-type: none"> • Activities: Lecture: Steps to build a decision-making model Case Practice: Use frameworks to address a dilemma Class Discussion: Effectiveness of the frameworks 		
15.	Formulating Ethical Guidelines and Policies	<ul style="list-style-type: none"> • Learning Outcome: Formulate and justify ethical guidelines or policies for a business setting. • Activities: Lecture: Components of an ethical policy Workshop: Draft an ethical policy for a fictional firm Peer Feedback: Review and improve each group's policy 	LO4, LO5	
16.	Midterm	<ul style="list-style-type: none"> • Midterm assessment covering all learning outcomes (theory and practical elements) 	LO1, LO2, LO3, LO4	
17.	Feedback & Reflection	<ul style="list-style-type: none"> • Review of key concepts covered • Reflective discussion on Business law and ethics • Course evaluations 	LO1, LO2, LO3, LO4	
18.	Communicating Legal and Ethical Considerations	<ul style="list-style-type: none"> • Learning Outcome: Communicate legal and ethical considerations effectively in written reports, case analyses, or presentations. • Activities: Lecture: Writing legal and ethical documents Activity: Draft a legal-ethical case report Peer Review: Provide constructive feedback 	LO4, LO5	
19.	Presenting Legal and Ethical Arguments	<ul style="list-style-type: none"> • Learning Outcome: Present arguments and recommendations regarding legal and ethical dilemmas professionally. • Activities: Lecture: Tips for effective ethical/legal presentations Presentation: Group presentations on assigned dilemmas Feedback Session: Audience critique and Q&A 	LO4, LO5	

20.	Engaging in Discussions on Legal and Ethical Issues	<ul style="list-style-type: none"> • Learning Outcome: Engage in discussions on legal and ethical issues with clarity and depth. • Activities: Roundtable Discussion: Moderator-led debate on a controversial issue (e.g., AI ethics, whistleblowing) Reflection Journal: What I learned from the debate Peer Voting: Best argument and best speaker 	LO4, LO5	
21.	Leadership and Legal-Ethical Culture	<ul style="list-style-type: none"> • Learning Outcome: Explore how leadership influences legal and ethical culture in organizations. • Activities: Lecture: Leadership styles and ethical influence Case Study: Ethical leadership in action (e.g., Patagonia) Role Play: Acting as a CEO to enforce ethical culture 	LO1, LO2, LO3, LO3, LO4, LO5	
22.	Review Class/Presentation of cases	<ul style="list-style-type: none"> • Task 1: Legal and Ethical Case Report Presentation Instructions: Present your drafted legal-ethical case report, clearly communicating key legal and ethical issues, and offering recommendations. Objective: Communicate legal and ethical considerations effectively, presenting clear, well-structured arguments in a professional manner. • Task 2: Engaging Discussion on Legal and Ethical Issues Instructions: Participate in a roundtable discussion, presenting your viewpoint on a controversial legal or ethical issue (e.g., AI ethics, whistleblowing), followed by audience critique. Objective: Engage in discussions on legal and ethical topics, articulating well-founded arguments and responding to feedback with clarity. 	LO1, LO2, LO3, LO3, LO4, LO5	

23.	Legal and Ethical Challenges in Global Business	<ul style="list-style-type: none"> • Learning Outcome: Examine legal and ethical challenges in global business contexts. • Activities: Lecture: Cross-border contracts, FCPA, data privacy Case Study: International ethics (e.g., child labor, bribery) Group Discussion: Cultural relativism vs. universal ethics 	LO1, LO2, LO3, LO3, LO4, LO5	
24.	Technology's Role in Legal and Ethical Issues	<ul style="list-style-type: none"> • Learning Outcome: Analyze the role of technology in raising new legal and ethical issues. • Activities: Lecture: AI, surveillance, cybersecurity, IP law Scenario Analysis: Ethical dilemmas in tech companies Class Debate: Is big tech acting responsibly? 	LO1, LO2, LO3, LO3, LO4, LO5	
25.	Integrating Legal and Ethical Knowledge	<ul style="list-style-type: none"> • Learning Outcome: Integrate legal and ethical knowledge to resolve a complex business case. • Activities: Group Work: Analyze a detailed business case involving contracts, ethics, compliance Presentation: Deliver findings and recommendations Class Feedback: Discussion and peer evaluation 	LO1, LO2, LO3, LO3, LO4, LO5	
26.	Integrating Legal and Ethical Knowledge	<ul style="list-style-type: none"> • Learning Outcome: Integrate legal and ethical knowledge to resolve a complex business case. • Activities: Group Work: Analyze a detailed business case involving contracts, ethics, compliance Presentation: Deliver findings and recommendations Class Feedback: Discussion and peer evaluation 	LO1, LO2, LO3, LO3, LO4, LO5	
27.	Reflecting on Legal and Ethical Learning	<ul style="list-style-type: none"> • Learning Outcome: Reflect on personal learning and application of legal and ethical understanding. • Activities: Lecture: Summary of key takeaways Student Reflection: What did you learn and how will you 	LO1, LO2, LO3, LO3, LO4, LO5	

		apply Course Evaluation and Feedback	it?		
28.	Review and Application of Legal and Ethical Concepts	<ul style="list-style-type: none"> • Learning Outcome: Review and apply legal and ethical concepts to a comprehensive business case. • Activities: Lecture: Summary of all legal and ethical topics covered throughout the course Case Study: Work through a complex business case involving both legal and ethical issues Group Discussion: How can legal and ethical considerations be balanced in decision-making? Class Debate: Which legal or ethical approach would lead to the most sustainable business model? 		LO1, LO2, LO3, LO3, LO4, LO5	
29.	Final Exam Preparation			LO1, LO2, LO3, LO3, LO4, LO5	
30.	Final Exam				