

2024 Sharing Information on Progress (SIP) Report

Sheffield Business School

August 2024

Table of Contents

1. About PRME	3
2. About SDGs	5
3. Purpose	6
4. Values	10
5. Teach	12
6. Research	22
7. Partner	33
8. Practice	40
9. Share	53

About the Principles for Responsible Management Education (PRME)

The Principles for Responsible Management Education (PRME) is a United Nations-supported initiative founded in 2007 that aims to raise the profile of sustainability in their classrooms through Seven Principles focused on serving society and safeguarding our planet.

PRME engages business and management schools to ensure they provide future leaders with the skills needed to balance economic and sustainability goals, while drawing attention to the Sustainable Development Goals (SDGs) and aligning academic institutions with the work of the UN Global Compact. Driven by its mission to transform management education, PRME equips today's business students with the understanding and ability to deliver change tomorrow. As a voluntary initiative with over 800 signatories worldwide, PRME has become the largest organized relationship between the United Nations and management-related higher education institutions.



“The PRME initiative was launched to nurture responsible leaders of the future. Never has this task been more important. Bold leadership and innovative thinking are needed to achieve the Sustainable Development Goals (SDGs).”

Antonio Guterres

Secretary-General (2017 - Present)

United Nations

”

Principles of PRME



Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.



Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.



Practice

We adopt responsible and accountable management principles in our own governance and operations.



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

The Sustainable Development Goals (SDGs)

In September 2015, all 193 Member States of the United Nations adopted a plan for achieving a better future for all – laying out a path over the next 15 years to end extreme poverty, fight inequality and injustice, and protect our planet. At the heart of Agenda 2030 are 17 Sustainable Development Goals (SDGs) and 169 related targets that address the most important economic, social, environmental and governance challenges of our time. The SDGs clearly define the world we want – applying to all nations and leaving no one behind. Successful implementation of the SDGs will require all players to champion this agenda; the role of higher education is critical to this.





Purpose

We advance responsible management education to foster inclusive prosperity in a world of thriving ecosystems.

Letter of Commitment

Sheffield Business School demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



30th August 2024

A message from the Director of Sheffield Business School

It is my pleasure to write this letter to outline our continued commitment to the PRME principles.

Sheffield Business School is a large and accredited school. The PRME principles are firmly embedded in Sheffield Business School's Vision and Mission.

Our Vision is to be a leading applied Business School making a positive impact on society. We are proud to be part of a Civic University and an active PRME member since 2013. We have recently been [ranked 5th in the world for championing equality and inclusion in the Times Higher Education Impact Ranking 2024](#).

Our Mission Statement is built around empowering future responsible leaders, being a catalyst for collaboration to find enterprising solutions to global problems and driving positive societal change through innovation and knowledge exchange. Through our research, teaching and partnerships, all academic and professional services staff are committed to transformative change for our students, businesses and society.

This SIP report covers our progress during academic years 2022-23 and 2023-24. We have continued to advance the UN Sustainable Development Goals (SDGs) during this period. In 2023 we embarked on school-wide review and redevelopment of our curriculum, ensuring that all of our programmes include sustainability and responsible management education learning goals. In 2024 we were [recognised by BSIS \(Business School Impact System\)](#) for our strong commitment to advancing the SDGs. This SIP report contains many examples of internal and external collaboration and the broader University progress towards the SDGs. Sheffield Business School will continue to set objectives aligned with the SDGs and will measure progress and impact on a regular basis.

We are proud to be committed to the advancement of responsible business and management education.

Kind Regards

A handwritten signature in black ink, appearing to read 'Dr Sam Giove'.

Dr Sam Giove

Director, Sheffield Business School



Institutional Mission, Vision, and Strategy

The following outlines Sheffield Business School's institutional mission, vision, and strategic approach to responsible management education.

Sheffield Business School Mission, Vision and Purpose

Sheffield Business School is part of Sheffield Hallam University, a Civic University driven by its mission to Transform Lives. Sheffield Hallam University Vision: We will be the world's leading applied university, achieving outstanding outcomes for our students and our city, and showing the world what a university genuinely focused on transforming lives can achieve. Sheffield Hallam University Mission: We transform lives. We shape our students' futures, preparing them for whatever they choose to do, and create knowledge that provides practical solutions to real world challenges. Sheffield Business School's Vision and Mission are aligned to the University's Vision and Mission and explicitly state our commitment to responsible management and positive societal impact: Sheffield Business School Vision: To be a leading applied business school making a positive impact on society. Sheffield Business School Mission is to lead transformative change for our students, businesses, and society through:

- Empowering Future Leaders: Our learning experiences inspire students to thrive and succeed as responsible leaders, visionary entrepreneurs, and global citizens.
- A Catalyst for Collaboration: We connect businesses with students and society to work together to find enterprising solutions to global problems.
- Driving Societal Change: Through research, innovation, knowledge exchange and enterprise we make a positive societal impact and aim to create a better world.

Our Purpose: We are an applied and innovative Business School that provides an excellent experience and achieves outstanding outcomes for our students. We make a positive impact on society through academic expertise, business collaboration and global connections.

Relevant Stakeholders

ALL

Purpose

Sheffield Business School Vision and Mission are driven by Sheffield Hallam University's Transforming Lives strategy. Sheffield Business School Vision is to be a leading applied business school making a positive impact on society. Our mission is to lead transformative change for our students, businesses and society.

[Supporting Links](#)

Sheffield Business School Vision and Mission

View document  Download document 



Values

We place organizational responsibility and accountability to society and the planet at the core of what we do.

RME Leadership Accountability

At Sheffield Business School, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

Organizational Structure for RME

The following organizational entities at Sheffield Business School are responsible for RME:

- ❖ Research-Focused Entity
- ❖ Teaching-Focused Entity
- ❖ Community Engagement Entity



Teach

We transform our learning environments by integrating responsible management concepts and practices into our curriculum and pedagogy.



RME Elements in Degree Programs

Sheffield Business School integrates responsible management education into its degree programs through 6 different approaches:

Guest Speakers and Showcase Events

Diversity, Inclusion & Cultural Competence in the Workplace

Diversity, Inclusion & Cultural Competence in the Workplace

Date

March, 2022 - March, 2022

Location

Online

Speakers

Carol Bernard CBE, Director of People and Places within the Cabinet Office

[Supporting Links](#)

Diversity, Inclusion & Cultural Competence in the Workplace

South Yorkshire Sustainability Support Consortium

Launch of the South Yorkshire Sustainability Support Consortium, which brings together researchers, businesses and organisations across the region to co-design solutions to regional and global sustainability challenges.

Date

June, 2022 - June, 2022

Location

Sheffield Hallam University

Speakers

Event facilitated by James Beighton (Sheffield Hallam University), Helen Francis (Sheffield Hallam University), Natalie Fletcher (Sheffield City Council) and Efua Uiterwijk (Sheffield Sustainability Network)

[Supporting Links](#)

Launch of the South Yorkshire Sustainability Support Consortium, which brings together researchers, businesses and organisations across the region to co-design solutions to regional and global sustainability challenges.

Banking in Society Today

In this talk Ian Stuart explored the role that banks play in the wider society, examining how financial services need to promote financial inclusion, financial resilience and their key role in financing their customers transition to net zero.

Date

November, 2022 - November, 2022

Location

Sheffield Hallam University (Dorothy Fleming Lecture Theatre)

Speakers

Ian Stuart, HSBC UK CEO

[Supporting Links](#)

In this talk Ian Stuart explored the role that banks play in the wider society, examining how financial services need to promote financial inclusion, financial resilience and their key role in financing their customers transition to net zero.

Consolidating the Population, Planet and People – Food Industry Solutions

Consolidating the population (expansion), planet (sustainability) and people (feeding an expanding population) globally - food industry solutions.

Date

January, 2023 - January, 2023

Location

Sheffield Hallam University (Dorothy Fleming Lecture Theatre)

Speakers

Barbara Bray MBE, Honorary Officer for International Affairs

[Supporting Links](#)

Consolidating the population (expansion), planet (sustainability) and people (feeding an expanding population) globally - food industry solutions.

Women in Business: Change in Opportunity

Talk on Women in Business as part of the College Talks series connects our students with business leaders and experts in fields relating to Business, Technology & Engineering.

Date

November, 2023 - November, 2023

Location

Sheffield Hallam University (Dorothy Fleming Lecture Theatre)

Speakers

Claire Harris, Director of SM&E UK Vodafone Business

[Supporting Links](#)

Talk on Women in Business as part of the College Talks series connects our students with business leaders and experts in fields relating to Business, Technology & Engineering

International Women's Day Event

Event hosted by the Women in Business group within Sheffield Business School, where industry and academia came together to celebrate the achievements of women in our community. The event started with introductions from two of Sheffield Hallam University's own inspirational female leaders, Vice Chancellor Liz Mossop, and Director of the Business School Sam Giove, both of whom shared their journeys and insights on being a female leader. This was followed by two keynote speakers, Emma Conroy, Founder & Director at Inclusive Consulting, and Saphra Bennett, Independent Consultant, who shared their knowledge and experience. The event concluded with three workshops from successful women in industry who shared insights on key topics such as beating imposter syndrome and the power of women in startups.

Date

March, 2024 - March, 2024

Location

Sheffield Hallam University

Speakers

Emma Conroy, founder and director of Inclusive Consulting

[Supporting Links](#)

Event hosted by the Women in Business group within Sheffield Business School, where industry and academia came together to celebrate the achievements of women in our community. The event started with introductions from two of Sheffield Hallam University's own inspirational female leaders, Vice Chancellor Liz Mossop, and Director of the Business School Sam Giove, both of whom shared their journeys and insights on being a female leader. This was followed by two keynote speakers, Emma Conroy, Founder & Director at Inclusive Consulting, and Saphra Bennett, Independent Consultant, who shared their knowledge and experience. The event concluded with three workshops from successful women in industry who shared insights on key topics such as beating imposter syndrome and the power of women in startups.

The Ongoing Evolution of Retail Logistics: Challenges and Opportunities of AI, Robotics, Sustainability

Innovative logistics solutions; highlighting economic, social, and environmental sustainability, as well as diversity and inclusion in retail logistics.

Date

March, 2024 - March, 2024

Location

Sheffield Hallam University Sheffield Business School University (Stoddart Lecture Theatre)

Speakers

Tony Mannix (Strategic Advisor to GXO Retail Logistics) and Clare Bottle (Chief Executive Officer, UK Warehousing Association)

[Supporting Links](#)

Innovative logistics solutions; highlighting economic, social, and environmental sustainability, as well as diversity and inclusion in retail logistics.

Inspirational Student Awards

The Inspirational Student Awards formally recognises and celebrate our amazing students who have made a real difference to their fellow students, staff, local community, employers, and beyond. RME categories for the award include the following: • South Yorkshire Community Award • Global Impact Award • Inclusivity, Diversity, and Student Wellbeing Award • Sustainability Award • Hallam Spirit Award – working collaboratively, showing compassion, support, and/or kindness to fellow students and/or Hallam Staff

Date

April, 2024 - April, 2024

Location

Sheffield Hallam University

Speakers

Presented by Helen Best, Dean of Academic Strategy

[Supporting Links](#)

The Inspirational Student Awards formally recognises and celebrate our amazing students who have made a real difference to their fellow students, staff, local community, employers, and beyond.

Small Business, Big Hearts and Regional Investment

The focus was on responsible leadership and sustainable supply chains. Sheffield Business School in collaboration with the Federation of Small Business hosted this event.

Date

November, 2023 - November, 2023

Location

Sheffield Hallam University

Speakers

• Welcome: Paula Gouldthorpe Development Manager Federation of Small Businesses (South Yorkshire, East Yorkshire and the Humber) • Opening Remarks: Oliver Coppard Mayor of South Yorkshire (South Yorkshire Mayors Combined Authority) • Matt Jaffa Senior External Affairs Federation of Small Businesses (Westminster), "Working Together to Transform Lives and Help Communities Thrive" • Alastair Loasby Responsible Business Director Business in the Community • Jason Heywood, Regional Director, NatWest, Yorkshire Region, "Responsible Business" • Roz Davies CEO The Green Estate (CIC), "Resilience and Responsibility" • Tom Abel Director of Sales Business Stream • Q&A Panel: speakers joined by Alexandra Anderson, Associate Professor, Sheffield University Business School.

[Supporting Links](#)

The focus was on responsible leadership and sustainable supply chains. Sheffield Business School in collaboration with the Federation of Small Business hosted this event.

Professor-Discretionary Course Topics

Course: Applied Professional Skills

Example of RME topic in courses at discretion of the professor - Carbon Literacy and Climate Action Project

Department

Sheffield Business School

Learning Object Subject

Management, Finance, Economics and Accounting

Educational Level

Level 5 (undergraduate year 2)

Learning Outcome

This course aims to develop student's employability skills. Specific learning outcomes include:

- Identify, develop and reflect on your personal and professional skills in the context of your vocational and life planning.
- To construct new understandings of general trends in graduate employment and opportunities and recognise how to be successful in applying for a placement or graduate vacancy in your chosen discipline.

Interactivity Type

active and expositive

Learning Object Description

In this course students undertake an applied project of choice among a suite of project offers. One of the elective projects is the "Hallam Collaborative Online International Learning (COIL): Carbon Literacy and Climate Action Plan". This project combines carbon literacy training and a consultancy project for a local SME. The carbon literacy training gives students an awareness of climate change and an understanding of the actions required by governments, businesses and individuals to lead towards a sustainable future. Based on the knowledge obtained during the course, students work in groups to calculate a local SME's carbon footprint and to provide suggestions for the company to reduce their carbon emissions as well as other climate actions the company could take. This project was introduced in this course in the academic year 2022-23. From 2024-25 onwards, this project will be undertaken by all students in the BA Accounting and Finance Programme at Level 4 (undergraduate year 1). We consider this a significant achievement towards addressing our objectives of mobilising our people and embedding climate action into Curriculum as set out in the University's Climate Action Strategy and to advancing the UN SDGs. This project makes a positive impact for the participating organisations, who are willing to take climate action but lack knowledge and resources to do so, and to students' employability and development as responsible leaders and global citizens. This is evident in a student's feedback: "From the point of view of someone who knew very little about the science behind climate change and the real facts on what the consequence I found the COIL project very informative and accessible to say I didn't have a grounding in science etc. From the first part of the course where I began to understand the consequences and the solutions that we can work towards today this made me very engaged in the final pledges doing lots of research into how my pledges will help and the practice my local governments is doing and calculating carbon emissions which is a tool I will take with me into future career. After the coil project I have started to take more of an interest in what our governments are doing to reach net zero and keep up with new innovations in getting there also it has also made me look at my lifestyle and how I can reduce my carbon emissions where possible" (Student's feedback to the module)

3.3 - Climate Action Project 2023-24 - Project Brief

[View document](#)  [Download document](#) 

Course-Level RME Learning Goals

Course: Leading for a Sustainable Future

This course sits within the Business School Senior Leader Apprenticeship programme (postgraduate diploma). All learners are employed by an organisation that releases them 20% of their time to complete the apprenticeship. This course introduces the SDGs and Global Compact principles, and challenges learners to review their organisation's performance with the view to issue actionable recommendations and improve the sustainability of their organisation.

Department

Sheffield Business School

Learning Object Subject

Management

Educational Level

Level 7 (postgraduate diploma)

Learning Outcome

The course Learning Outcomes are to:

- Critically explore and analyse new and disruptive customer, market, and competitive opportunities and threats to develop new market strategies.
- Critically examine new and disruptive technologies, new concepts of organisation systems, and other enablers to drive innovation and sustainability.
- Lead a consultation project with key stakeholders to explore potential new paradigms for organisational and global sustainability.
- Demonstrate your progress against achievement of the relevant KSBs as set out in the apprenticeship standard, as listed in the module summary.

Interactivity Type

The learning approach includes expositive lectures, interactive seminars, group case study projects and presentation, group and individual innovation tools application, reflective elements and a live consultancy project based on sustainability.

Learning Object Description

This course sits within the Business School Senior Leader Apprenticeship programme (postgraduate diploma). All learners are employed by an organisation that releases them 20% of their time to complete the apprenticeship. This course introduces the SDGs and Global Compact principles, and challenges learners to review their organisation's performance with the view to issue actionable recommendations and improve the sustainability of their organisation.

[Supporting Links](#)

Responsible and Ethical Business Practice

This module builds on the PRME agenda from earlier modules and further develops students' ability to create responsible and sustainable organisations. The module adopts a problem/enquiry-based approach to the challenges and opportunities for business vis a vis responsible business practice in the context of the UN Global Compact. Teaching inspires and challenges students with real-world and research informed scenarios as well as global agendas such as the UN Sustainable Development Goals (SDGs). Students' learning connects to real-world and workplace challenges in the regional and global community. The work produced by three students undertaking this module was entered in the PRME UK and Ireland Chapter Student Essay Competition 2024, with student Daisy Flatters being selected as a finalist in the alternative media category for her poster 'Gaining an understanding of whether the presence of electronics factories in Asia could be perceived as an act of ethicality'.

Department

Sheffield Business School

Learning Object Subject

Management

Educational Level

Level 6 (undergraduate year 3)

Learning Outcome

To demonstrate knowledge of sustainable and responsible practice in organisations and analyse personal and organisational impact in a changing world.

Interactivity Type

Both active and expositive. Learning strategy includes expositive lectures, interactive seminars, and individual reflection and coursework.

Learning Object Description

This module builds on the PRME agenda from earlier modules and further develops students' ability to create responsible and sustainable organisations. The module adopts a problem/enquiry-based approach to the challenges and opportunities for business vis a vis responsible business practice in the context of the UN Global Compact. Teaching inspires and challenges students with real-world and research informed scenarios as well as global agendas such as the UN Sustainable Development Goals (SDGs). Students' learning connects to real-world and workplace challenges in the regional and global community. The work produced by three students undertaking this module was entered in the PRME UK and Ireland Chapter Student Essay Competition 2024, with student Daisy Flatters being selected as a finalist in the alternative media category for her poster 'Gaining an understanding of whether the presence of electronics factories in Asia could be perceived as an act of ethicality'.

[Supporting Links](#)

Program-Level RME Integration

The signatory's pedagogical approach, which includes RME in all degree program design and pedagogical innovations

RME is in the signatory's educational vision, so that it drives the signatory's business model and all educational efforts, courses, programs, degrees, and non-degrees



Research

We study people, organizations, institutions, and the state of the world to inspire responsible management and education practice.

RME Elements in Research

Sheffield Business School incorporates responsible management education into its research endeavors through 6 different methods:

Regular Research Seminars

Research, Innovation and Knowledge Exchange (RIKE) 'Red Days'

The Research, Innovation and Knowledge Exchange (RIKE) Red Days are aimed at developing a RIKE culture in the College of Business, Technology and Engineering, of which Sheffield Business School is part. The aim is to foster RIKE that is interdisciplinary, innovative and impact oriented, to enable us to become more than the sum of our parts, and to achieve our ambitions for sustainability and success. The January 2024 edition was a structured workshop is dedicated to Climate Action and aims to foster interdisciplinary collaboration among our colleagues. The day will be centred around 'Theory of Change' methodologies in research design, using three Climate Action challenges: Sustainable supply chains, transport and lifestyle, and making consumer waste sustainable. The day involved collaborating within a pre-allocated interdisciplinary team, focusing on developing robust approaches to Climate Action research and using peer feedback creatively.

Date

January, 2024 - January, 2024

Location

Sheffield Hallam University

Speakers

Lead by Professor Jennifer Smith Maguire, Associate Dean for Research, Innovation and Knowledge Exchange

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4.1 - RIKE Newsletter Nov 23-May 2024

[View document](#)[Download document](#)

PhD-Level RME Courses

Research Conferences

Sheffield Business School PGR and ECR Annual Conference

Sheffield Business School hosts an annual Post-Graduate Research (PGR) and Early Career Researchers (ECR) Conference which welcomes PhD and DBA candidates from Sheffield Business School and partner into a supportive environment to present and discuss their research. The Sheffield Business School PGR and ECR Conference 2024 overarching theme "Integrating Research, Innovation and Knowledge Exchange for Real-World Impact" featured a variety of RME-related projects: • "Social Accountability and digital innovations in sub-Saharan Africa" (Eberechi May Okoh) • "Air travel decision-making and the climate crisis: An evaluation of critical factors" (Athena Barbas-Marcroft) • "Digital Customer Service: Ethical and Process Challenges for Managing 'The Left Behind'" (Timilehin Fabamidu) • "Work-Life Experiences of Migrant Women Professionals in the UK: Post Brexit and COVID" (Fatimah Adesanya) • "Can South African outward FDI impact a host country's economic development?" (Bernadetta Mazimbe) • "Creating Social Value through Transmedia Storytelling using Metaverse Ecosystems" (Raphaëla Guimarães Peterman) • "What Future for a 'Good Food' and Farming Movement in England?" (Gareth Roberts)

Date

June, 2024 - June, 2024

Location

Sheffield Hallam University

Speakers

Various presenters

Sheffield Business School hosts an annual Post-Graduate Research (PGR) and Early Career Researchers (ECR) Conference which welcomes PhD and DBA candidates from Sheffield Business School and partner into a supportive environment to present and discuss their research. The Sheffield Business School PGR and ECR Conference 2024 overarching theme "Integrating Research, Innovation and Knowledge Exchange for Real-World Impact" featured a variety of RME-related projects: • "Social Accountability and digital innovations in sub-Saharan Africa" (Eberechi May Okoh) • "Air travel decision-making and the climate crisis: An evaluation of critical factors" (Athena Barbas-Marcroft) • "Digital Customer Service: Ethical and Process Challenges for Managing 'The Left Behind'" (Timilehin Fabamidu) • "Work-Life Experiences of

Migrant Women Professionals in the UK: Post Brexit and COVID” (Fatimah Adesanya) • “Can South African outward FDI impact a host country’s economic development?” (Bernadetta Mazimbe) • “Creating Social Value through Transmedia Storytelling using Metaverse Ecosystems” (Raphaëla Guimarães Peterman) • “What Future for a ‘Good Food’ and Farming Movement in England?” (Gareth Roberts)

4.2 - PGR and ECR Conference 2024

[View document](#)  [Download document](#) 

Sheffield Business School Research, Innovation and Knowledge Exchange (RIKE) Conference

Sheffield Business School organises its annual internal Research, Innovation and Knowledge Exchange (RIKE) Conference aimed at cultivating a research culture and fostering collaborations across the school. Staff at any career stage are encouraged to attend and present their research in a collegial and stimulating environment. Sheffield Business School 2024 RIKE Conference’s overarching topic “Leveraging funded research for teaching excellence and impact” was structured around the four signature RIKE themes: Responsible Leadership and Socially Just Organisations, Resilient Economies and Sustainable Supply Chains, Responsible Consumption and Sustainable Lives, and Digital Transformation.

Date

June, 2024 - June, 2024

Location

Sheffield Hallam University

Speakers

Various presenters

Sheffield Business School organises its annual internal Research, Innovation and Knowledge Exchange (RIKE) Conference aimed at cultivating a research culture and fostering collaborations across the school. Staff at any career stage are encouraged to attend and present their research in a collegial and stimulating environment. Sheffield Business School 2024 RIKE Conference’s overarching topic “Leveraging funded research for teaching excellence and impact” was structured around the four signature RIKE themes: Responsible Leadership and Socially Just Organisations, Resilient Economies and Sustainable Supply Chains, Responsible Consumption and Sustainable Lives, and Digital Transformation.

4.2 - RIKE 2024 Conference Program

[View document](#)  [Download document](#) 

Sheffield Hallam Innovation Conference: Green Future

The vision for this conference was to allow participating companies and organisations, by engaging with researchers from across Sheffield Hallam University, access to the knowledge, technology and expertise they need to deliver fundamental change in how we tackle the global climate crisis.

Date

September, 2022 - September, 2022

Location

Sheffield Hallam University

Speakers

Various presenters

[Supporting Links](#)

The vision for this conference was to allow participating companies and organisations, by engaging with researchers from across Sheffield Hallam University, access to the knowledge, technology and expertise they need to deliver fundamental change in how we tackle the global climate crisis.

Required Research Reporting

Dedicated Research Funding

PhD Research Internally Funded

Sheffield Business School is currently funding Graduate Teaching Assistants to undertake PhDs in the following areas that align with PRME and/or the UN SDGs:

- Board gender diversity;
- Gender inequality in the workplace;
- Responsible food consumption;
- Air travel decision-making and the climate crisis;
- The impact of gender diversity regulations on ethical and financial performance of companies;
- Reducing the digital/technology divide;
- Improving audit quality in the UK;
- Understanding the attrition of female teachers in mid-life;
- Social impact of hybrid working on local communities;
- Understanding the role of social media in fuelling the male body image crisis.

- Business School strategies, stakeholder relationships and the UN sustainable development goals

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- Reducing the digital/technology divide;
- Improving audit quality in the UK;
- Understanding the attrition of female teachers in mid-life;
- Social impact of hybrid working on local communities;
- Understanding the role of social media in fuelling the male body image crisis.
- Business School strategies, stakeholder relationships and the UN sustainable development goals

Research internally funded

Sheffield Business School encourages and funds research projects that are responsibility-related and/or advance the SDGs. Examples of internal funding awarded to staff since 2022 include:

- Bridget Ogharanduku: How women accountants navigate work/life commitments without formal alternative working structures (2022)
- Nikita Bridgeman: Supporting Women in Business: The Role of Industry Mentorship (2022)
- Caroline Linhares: Sustainability reporting for Social Housing (2023)
- Alisha Ali: COVID-19 and Toxic Hotel Workplaces (2023)
- Jo Pearce and Claire Wall: Evaluation of packed lunches, setting lunches and food waste with schools and early years settings (2023)
- Simon Bowles: A comparative study of vitamin D status, dietary vitamin D intake, supplementation use and habitual sunlight exposure in UK-dwelling South Asians and Caucasian (2023)
- Adele Doran: Outdoors for All: Improving opportunity and access to outdoor recreation spaces in the UK (2023)
- Ian Elsmore: Building knowledge exchange capacity in the North of England heritage tourism sector (2023)
- Peter Schofield, Gill Pomfret, Vicky Mellon: The changing needs of older heritage attraction visitors: A gendered ageing analysis (2023)

- Pallavi Singh: Sharing the learning: A workshop on circular journey of consumer waste - plastic, food and fashion (2023)
- Chris Wright & Pallavi Singh: Exploring BAME agenda against self-fulfilling prophecy (2023)
- Alexandra Anderson, Glen Cookson, Giovanna Battiston, Pallavi Singh: How do SMEs effectively measure and monitor performance to support innovation? (2023)
- Sunil Sahadev: Green services capes and consumer well-being (2023)
- Gill Pomfret and Alisha Ali: Inclusivity in National Parks (2023)
- Olatunji Adekoya: Opportunities and challenges of using generative AI on minority ethnic international students' academic performance in UK higher education (2023)

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- Olatunji Adekoya: Opportunities and challenges of using generative AI on minority ethnic international students' academic performance in UK higher education (2023)

Research externally funded

There is an active bidding culture among researchers at Sheffield Business School. A total of 36 research bids were submitted over the past 3 years to bodies such as the research councils, InnovateUK, Leverhulme and charities, resulting in 16 being successful with a net value of £1.9 million. Examples of RME-related research externally funded include:

- ASPIRE (Accomplished Study Programme in Research Excellence) (OFS and UKRI) - providing targeted support and training for staff and students to address black ethnicity awarding gaps for doctorate level, independently evaluated by Advanced HE
- Food waste behaviour (BA Leverhulme) - exploring young adults' knowledge, attitudes, behaviours, drivers and barriers about food waste as they transition from living with their family to living independently
- Black Thrive Global (a CIC/Charity) – the barriers and enablers of systems change from a race equity and anti-racism perspective, exploring issues of organisational partnership and collaborative governance across a complex multi-agency programme
- Responsible recreation (Natural England) – work on responsible recreation at National Nature Reserves across England
- Age adapted coaching provision (British Mountaineering Council and Sport England) - understanding and developing age adapted coaching provision and performance pathways for climbers from grassroots to elite level
- Well-being and Mental Health (Camping & Caravaning Club) - understanding the impact of camping on well-being and mental health
- Plastic Consumption (British Academy) – Looking at social media interventions to reduce plastic waste
- Women in Leadership (Association of Event Management Education) – Building pathways to leadership for women in events management
- Digital Mediations in the workplace: Implications for wellbeing, equality and diversity (Leverhulme Small Research Grants)
- "Leading Digital Transformation in your Business" training to 100 local SMEs (Made Smarter - Yorkshire and Humber). Aims to give SMEs the skills and confidence to implement digital strategies to enhance productivity, sustainability, excellence and customer satisfaction. A key learning outcome is to achieve responsible and sustainable growth

There is an active bidding culture among researchers at Sheffield Business School. A total of 36 research bids were submitted over the past 3 years to bodies such as the research councils, InnovateUK, Leverhulme and charities, resulting in 16 being successful with a net value of £1.9 million. Examples of RME-related research externally funded include:

- ASPIRE (Accomplished Study Programme in Research Excellence) (OFS and UKRI) - providing targeted support and training for staff and students to address black ethnicity awarding gaps for doctorate level, independently evaluated by Advanced HE
- Food waste behaviour (BA Leverhulme) - exploring young adults' knowledge, attitudes, behaviours, drivers and barriers about food waste as they transition from living with their family to living independently
- Black Thrive Global (a CIC/Charity) – the barriers and enablers of systems change from a race equity and anti-racism perspective, exploring issues of organisational partnership and collaborative governance across a complex multi-agency programme
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Other types of research support for PhD students: ASPIRE programme

The ASPIRE (Accomplished Study Programme in Research Excellence) is a project led by Sheffield Business School aiming to address the underrepresentation of black and black heritage research students. The programme equips participants with the skills they need to be

able to access opportunities for doctoral-level study or enter graduate-level jobs. Students are supported through a personalised six-month programme of mentorship, coaching and academic skills development.

ASPIRE is a four-year project funded by the Office for Students and ran in partnership with Manchester Metropolitan University and Advance HE. Now in its third cohort, the ASPIRE project has to date mentored 46 students, with 10 students having successfully secured PhD studentships, 7 graduating with first class/distinctions, 2 securing full time graduate employment, and 1 completing PGC and going into teaching.

Evidence: <https://www.shu.ac.uk/news/all-articles/latest-news/aspire-cohort-two>

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Evidence: <https://www.shu.ac.uk/news/all-articles/latest-news/aspire-cohort-two>

Other types of research support for faculty: Aurora programme

Sheffield Hallam University supports 15 places for women (academic and professional services) to attend the Aurora programme delivered by Advance HE. The programme aims to enable a wider range of women in academic and professional roles to think of themselves as future leaders, to develop the skills they will need, and to help their institutions to maximise the use of the skills they acquire. Across the Business School, 8 women have benefitted from the scheme in the last 3 years.

As a result of the University's efforts to sponsor women to attend programmes such as AURORA, the percentage of women, across the University, returned to the 2021 REF (Research Excellence Framework) increased by 6% to 47%.

Evidence: <https://www.advance-he.ac.uk/programmes-events/developing-leadership/aurora>

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Partner

We engage people from business, government, civil society, and academia to advance responsible and accountable management education and practice.

Partnership Approaches for RME

Sheffield Business School partners with external stakeholders to advance responsible management education through 5 different approaches:

Knowledge Translation and Dissemination

Examples of knowledge translation and dissemination to non-academic audiences

- Professor Conor Moss shared insights on how Sheffield Business School's employability model supports social mobility and inclusivity and raise aspirations of young people with AACSB (<https://www.aacsb.edu/insights/articles/2023/11/promoting-work-readiness-through-applied-learning>) and EFMD Global (<https://blog.efmdglobal.org/2023/07/24/cracking-the-employability-code-with-applied-learning/>)
- Professor Alisha Ali's research "Small businesses serving food struggle to face environmental responsibility" was featured in several industries and news outlets including retail Times (<https://retailtimes.co.uk/small-businesses-serving-food-struggle-to-face-environmental-responsibility-study-shows/>), CLH News (<https://catererlicensee.com/small-businesses-serving-food-struggle-to-face-environmental-responsibility/>), and PFM (<https://www.pfmonthenet.net/article/199745/Small-foodservice-businesses-struggle-to-face-environmental-responsibility.aspx>)
- Dr Ifedapo Francis Awolowo shared his scholarship on the importance of mentorship to fosters access and participation of Black and Mixed-Black heritage Scholars at the doctoral level with several non-academic outlets including Forbes (<https://www.forbes.com/sites/mattsymonds/2023/10/26/expanding-influence-in-business-and-beyond-for-black-students/?sh=50f1ddfc11d4>) and BlueSky Thinking (<https://bluesky-thinking.com/black-history-month-2023-the-power-of-mentors-dr-ifedapo-francis-awolowo/>)
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External Community Dialogue

Examples of activities that involve dialoguing with external and/or non-academic audiences hosted by Sheffield Business School

Sheffield Business School hosts regular talks from industry experts who share their knowledge and experience with students, staff, and members of the public. Some examples are listed below.

- ‘Sheffield Business School Business Breakfast’ hosted in October 2023, gathered business professionals from across South Yorkshire bringing together research, innovation and industry (Evidence: <https://www.shu.ac.uk/news/all-articles/latest-news/sbs-business-breakfast>).
- Talk on ‘Diversity, Inclusion & Cultural Competence in the Workplace’ by Carol Bernard CBE, Director of People and Places within the Cabinet Office, hosted online in March 2022 (Evidence: <https://www.eventbrite.co.uk/e/btetalks-carol-bernard-cbe-tickets-272711055107?aff=odcleoeventsincollection>)
- Talk on ‘Banking in Society Today’ by Ian Stuart (HSBC UK CEO) focusing on the role that banks play in the wider society and their key role in financing their customers’ transition to net zero, hosted at Sheffield Hallam University in November 2022 (Evidence: <https://www.eventbrite.co.uk/e/btetalks-banking-in-society-today-tickets-427908013387?aff=odcleoeventsincollection>)
- Talk on ‘Consolidating the population, planet and people – food industry solutions’ by Barbara Bray MBE, Honorary Officer for International Affairs, hosted at Sheffield Hallam University in January 2023 (Evidence: <https://www.eventbrite.co.uk/e/btetalks-consolidating-the-population-planet-and-people-tickets-429144872867?aff=odcleoeventsincollection>)

- Talk on 'Women in Business: Change in Opportunity' by Claire Harris, Director of SM&E UK Vodafone Business, hosted at Sheffield Hallam University in November 2023 (Evidence: <https://www.eventbrite.co.uk/e/btetalks-women-in-business-change-in-opportunity-tickets-696004206317?aff=odcleoeventsincollection>)
- 'Picturing Good Food', an interactive session hosted by Sheffield Business School as part of the 2023 Festival of Social Science in October-November 2023, challenging the ways in which people 'think and do' food, in relation to attitudes to eating, plant-based foods, and food waste. (Evidence: <https://2023.festivalofsocialscience.com/events/how-do-people-think-and-do-food>)
- 'Sustainable Food and Drink' hosted at Sheffield Hallam University in December 2023 (Evidence: <https://shufood.eventcube.io/events/52444/sustainable-food-and-drink-an-immersive-tasting-and-learning-event/>)
- Talk on 'A Systemic Approach to Health & Wellbeing' with Duncan McCombie (Yes Energy Solutions) and Dave Capper (Westfield Health) hosted at Sheffield Business School in December 2023 (Evidence: <https://college-of-bte.eventcube.io/events/52448/btetalks-a-systemic-approach-to-health-wellbeing/>)
- International Women's Day Event hosted by the Sheffield Business School's Women in Business group, where industry and academia came together to celebrate the achievements of women in our community, hosted at Sheffield Hallam University in March 2024 (Evidence: https://www.linkedin.com/posts/nikita-bridgeman-2901097b_iwd2024-sheffieldhallamuniversity-internationalwomensday-activity-7171927046875500544-zbW8?utm_source=share&utm_medium=member_desktop)

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Examples of activities that involve dialoguing with external audiences delivered by Sheffield Business School staff

Dr Jo Watts, Mr Ray Nolan and Mr David Bate Staff represented Sheffield Business School at the International Project Week at Helsinki Metropolia University of Applied Sciences in May 2023. The event brought together educators from across the globe to share knowledge with and coach 120 undergraduate international business students in a sustainability-related project. Our staff members delivered lectures and facilitated students work on the following topics

- - Sustainable Finance (David Bate)
 - Modern Slavery and Human Trafficking (Ray Nolan)

- Sustainable Consumption – the case of fast fashion (Dr Jo Watts)

Dr Caroline Linhares represented Sheffield Business School at the International Week on at Business Academic Aarhus in November 2023 as a guest lecturer. The international days aim at fostering collaboration among various representatives from other HEIs from around the world through and knowledge exchange through lectures and workshops with our students and staff. Dr Caroline Linhares delivered a lecture on “Social and Environmental Accounting” focused on the emergence of and developments in Social and Environmental Accounting, the current landscape of Sustainability Reporting, and the key challenges for achieving organisational sustainability.

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Collaborative Problem Solving

Collaborative Change Action

Description of partnering activities that involve acting

Locally, since 2019, academics in the Business School have been an integral part of ShefFood, a cross-sector partnership of organisations across the city formed of local public agencies, businesses, individuals, and academic and community organisations committed to working together to create a more sustainable food system for Sheffield: <https://sheffood.org.uk/about/>.

This work has resulted in ShefFood being awarded a Food Places Silver Award in 2023 which in turn has prompted the Sheffield City Council to develop a "Greener, Fairer, Healthier" strategy for the City region. Out of this network, further collaborations have emerged, a key example being opportunities for our students to undertake consultancy work and sandwich placements with Food Works, a Sheffield based charity leading in surplus food management and hyperlocal food production.

Evidence: <https://sheffood.org.uk/blog/celebrate-silver-in-sheffield/>

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Formalized Partnership Governance



Practice

We adopt responsible and accountable management principles in our own governance and operations.

RME Policy Implementation

Sheffield Business School has implemented 6 policies to support its commitment to responsible management education:

Greenhouse gas emissions

Sheffield Hallam University's Climate Action Strategy

Sheffield Hallam University's Climate Action Strategy sets out a whole-of-institution approach to tackling the climate emergency, with a number of commitments and initiatives that aim to make a positive contribution and embed climate awareness across everything we do at the University. Our commitments are guided by three overarching principles: to reduce the University's overall emissions, to mobilise our communities to take action, and to advance new knowledge and leadership.

Scope

Climate Action

Enforcement Date

June, 2023

Revision Date

June, 2026

Number Of Pages

12

Publisher

Sheffield Hallam University

Media

<https://www.shu.ac.uk/about-us/our-values/sustainability/climate-action-strategy-commitments>

SHU Climate Action Strategy - 2023

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Sheffield Hallam University's Campus Management Climate Action Policy

The University's Climate Action Strategy sets targets to deliver a net zero campus as well as a commitment to deliver a whole-of-institution approach to climate action. The strategy is organised around five workstreams. This Policy is aligned to one of these workstreams, which is the Campus Management workstream. This policy sets out objectives to achieve the long-

term targets of this workstream, using the University's ISO 14001 Environmental and ISO 50001 Energy Management Systems, the Climate Action Strategy recommendations and SHU's Campus Management Monitoring Tool, which records the impact and progress of actions on the University's carbon footprint and other key environmental impacts.

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Campus Management Climate Action

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July, 2023

Revision Date

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Number Of Pages

3

Publisher

Sheffield Hallam University

Media

<https://www.shu.ac.uk/about-us/our-values/sustainability/planning-and-management-systems/key-documents>

SHU Campus Management Climate Action
Policy

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Sheffield Hallam University's Campus Management Climate Action Plan

This Plan sits alongside the Campus Management Climate Action Policy, which sets our policy commitments to achieve carbon reduction towards net zero and the effective management of environmental impacts, in line with the Campus Management strand of the Climate Action Strategy and the University's ISO certified environmental and energy management systems. It sets out long and short term objectives for each policy commitment to both achieve the University's carbon goals, and where relevant, the reduction of other relevant environmental impacts identified through the ISO systems.

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Campus Management Climate Action

Enforcement Date

July, 2023

Revision Date

June, 2026

Number Of Pages

6

Publisher

Sheffield Hallam University

Media

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Plan

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Buildings/real estate

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Media

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July, 2023

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Number Of Pages

3

Publisher

Sheffield Hallam University

Media

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July, 2023

Revision Date

June, 2026

Number Of Pages

6

Publisher

Sheffield Hallam University

Media

<https://www.shu.ac.uk/about-us/our-values/sustainability/planning-and-management-systems/key-documents>

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Plan

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Water

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July, 2023

Revision Date

June, 2026

Number Of Pages

3

Publisher

Sheffield Hallam University

Media

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Revision Date

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6

Publisher

Sheffield Hallam University

Media

<https://www.shu.ac.uk/about-us/our-values/sustainability/planning-and-management-systems/key-documents>

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Local staff/student/faculty transportation

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Sheffield Hallam University

Media

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Travel

Sheffield Hallam University's Climate Action Strategy

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<https://www.shu.ac.uk/about-us/our-values/sustainability/planning-and-management-systems/key-documents>

SHU Campus Management Climate Action
Policy

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Sheffield Hallam University's Campus Management Climate Action Plan

This Plan sits alongside the Campus Management Climate Action Policy, which sets our policy commitments to achieve carbon reduction towards net zero and the effective management of environmental impacts, in line with the Campus Management strand of the Climate Action Strategy and the University's ISO certified environmental and energy management systems. It sets out long and short term objectives for each policy commitment to both achieve the University's carbon goals, and where relevant, the reduction of other relevant environmental impacts identified through the ISO systems.

Scope

Campus Management Climate Action

Enforcement Date

July, 2023

Revision Date

June, 2026

Number Of Pages

6

Publisher

Sheffield Hallam University

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SHU Campus Management Climate Action
Plan

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Healthy and Sustainable Food Policy

Scope

Climate Action

Enforcement Date

January, 2022

Revision Date

January, 2024

Number Of Pages

3

Publisher

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<https://www.shu.ac.uk/about-us/our-values/sustainability/planning-and-management-systems/key-documents>

SHU sustainable food policy 21-23

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Institutional Aspiration Targets

Sheffield Business School has set aspiration targets in 5 different areas:

- ❖ GHG Emission Targets
- ❖ Water Conservation Targets
- ❖ Building and Real Estate Targets
- ❖ Internal Transportation Targets
- ❖ Travel Reduction Targets



Share

We share our successes and failures with each other to enable our collective learning and best live our common values and purpose.

Performance Disclosure and Transparency

Regarding transparency in RME performance disclosure, Sheffield Business School operates with the following approach:

No Performance Disclosure



SIGNATORY

Sheffield Business School



Address

Langsett Building, Sheffield, S1 2LX
United Kingdom



Website

<http://www.shu.ac.uk/sbs/>