

2024 Sharing Information on Progress **(SIP) Report**

University of Lancashire

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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

University of Lancashire demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



I am delighted to introduce this second Sharing Information on Progress report and offer my ongoing support to PRME and its seven principles.

The University of Central Lancashire School of Business (previously Lancashire School of Business and Enterprise) joined PRME at the start of 2018.

The details provided in this report demonstrate our School's continuing commitment to the principles of PRME through its curriculum, research and student and community engagement.

The Principles for Responsible Management Education, and the UN Sustainable Development Goals (SDGs), continue to guide our effort to create positive change in our students, staff, business partners and wider communities.

Through excellent business and management programmes, informed by high quality impactful research and enterprise activity, the School of Business is constantly evolving to meet the needs of business and ensure our students have the right skills and knowledge to be the business leaders of

PRME is crucial to the aspirations of the School of Business and assists us on our path to several School accreditations. Through excellent business and management programmes, informed by high quality impactful research and enterprise activity, the School of Business is constantly evolving to meet the needs of business and ensure our students have the right skills and knowledge to be the business leaders of tomorrow.

This report is a celebration of our achievements and is a demonstration of how, as business educators, researchers, and students, we contribute to a sustainable global economy and fairer society.

This report is a celebration of our achievements and is a demonstration of how, as business educators, researchers and students, we contribute to a sustainable global economy and fairer society.

Professor Steven Roden
Dean of School of Business
[School of Business](#)

Welcome to the University of Central Lancashire School of Business Sharing Information on Progress (SIP) 2024 report. This is the third report since the School joined PRME six years ago. This report summarises the main achievements of the School in implementing the seven principles of PRME during this period.

The report demonstrates the range of responsible management and sustainability initiatives within the University of Central Lancashire and the School of Business, and how the School contributes to responsible management education in the University and the region, as well as the national and international sustainability objectives.

It tells the story of how the PRME principles and the UN SDGs are progressively integrated across our teaching, learning, curriculum development, research and business, and public engagement. We hope you will enjoy reading about our achievements over the last two years regarding PRME and the SDGs.

Louise McArdle
Associate Dean School of Business
[School of Business](#)

Institutional Mission, Vision, and Strategy

The following outlines University of Lancashire's institutional mission, vision, and strategic approach to responsible management education.

Mission, Vision, Strategy or Purpose

Our values reflect who we are as a university and what we stand for. They define the things that are most important to us and nurture a sense of shared purpose. They reflect our ambitious nature, inspire us to constantly improve and to enrich the lives of our students, our colleagues and the communities we serve. **WIDENING PARTICIPATION.** We pride ourselves on being an open and accessible institution for people from all backgrounds. We believe in the power of higher education to promote social mobility. Our extensive widening participation activities and student support services reflect this. We recognise that our diversity is our strength and work hard to ensure that equality, diversity, and inclusion are part of everything we do. **EQUALITY, DIVERSITY AND INCLUSION.** We are committed to providing a safe, inclusive environment. Where everybody is treated equally, has equality of opportunity and feels as though they belong within the University.

Relevant Stakeholders

School of Business academic staff and students

Purpose

Our values reflect who we are as a university and what we stand for. They define the things that are most important to us and nurture a sense of shared purpose.

[Supporting Links](#)

Values and Initiatives

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 University of Lancashire, accountability for responsible management education is structured as follows:

Formalized Senior Leadership Role

PRME and the School Leadership Team

To outline how PRME is led within the School of Business.

Within the School of Business, strategic responsibility for PRME lies with the School Executive Team lead by Professor Steven Rhoden. The Associate Dean for Academic Leadership, Louise McArdle has responsibility for progressing all School level accreditations including PRME.. The PRME submission is developed by Dr Maria Sherrington as the School lead for PRME. Both colleagues are supported by the school accreditation manager, Alexandra Haydock.

Organizational Structure for RME

The following organizational entities at University of Lancashire 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

University of Lancashire integrates responsible management education into its degree programs through 5 different approaches:

Guest Speakers and Showcase Events

Guest speakers and showcase events

The purpose of the guest speaker events was to expose our students to thought leadership within the area of sustainable development, as well as the practice of responsible management.

On 25th October 2023, the 8th Secretary-General to the United Nations Ban Ki-moon delivered his Kapuscinski Development Lecture to an audience of 500 students and members of staff. Web links to a news item and a video showcasing this event are attached. Within the Business and Marketing subject area, we have organised an online conference for our students where invited speakers from businesses have spoken about the work that they do. Speakers from countries across the globe have given our students an international experience. During the most recent conference, there was a sustainability-themed day with speakers representing different industries. A schedule for the sustainability day is attached. This event was open to all students and staff in the School of Business, but also to pupils at local high schools.

Guest speakers also feature on individual courses. For instance, on 19th April 2024, the MRes Sustainability and Management course was visited by Victrex Plc, an innovative world leader in high-performance polymer solutions focused on the strategic markets of automotive, aerospace, energy/industrial, electronics and medical. The slides used by the guest speakers are attached for illustration. The purpose of the event was to demonstrate the application of sustainability thinking and theories in a real-world scenario. The speakers accounted for their business and its operations, products they develop and patent, how they implement 'cradle to cradle' theory and ensure that their operations take account of the 3Ps (planet, profit and people). Feedback from the students indicated that they found the event both enjoyable and valuable.

Examples of guest speakers and showcase events

Link to news item relating to 8th Secretary-General to the UN Ban Ki-Moon's Kapuscinski Development Lecture.

Date

October, 2023 - October, 2023

Location

University of Central Lancashire

Speakers

8th Secretary-General to the UN Ban-ki Moon

[Supporting Links](#)

Kapuscinski Development Lecture

Examples of guest speakers and showcase events

Link to showcase video of the 8th Secretary-General to the UN Ban Ki-Moon's Kapuscinski Development Lecture.

Date

October, 2023 - October, 2023

Location

University of Central Lancashire

Speakers

8th Secretary-General to the UN Ban-ki Moon

[Supporting Links](#)

Kapuscinski Development Lecture

Examples of guest speakers and showcase events

Schedule of the sustainability-themed day as part of the Online Conference.

Date

February, 2023 - October, 2023

Location

University of Central Lancashire

Speakers

Adams, Fedior, Dyett, Hartmann, Gunderson, Gunn, Nash, Williams, Marks, Fisher, Boulton

Sustainability-themed day of the Online Conference

Schedule for online conference Feb 2023

View document  Download document 

Examples of guest speakers and showcase events - Victrex

Guest lecture by Victrex to the MRes Sustainability and Management course.

Date

April, 2024 - April, 2024

Location

University of Central Lancashire

Speakers

Victrex Application Development Engineer and Sustainability & ESG Manager

Guest lecture

Victrex Plc UCLAN Sustainability Session

View document  Download document 

Program-Level RME Integration

Programme specification for Master of Research in Sustainability and Management

Programme specification for Master of Research in Sustainability and Management

Department

School of Business

Learning Object Subject

Master of Research in Sustainability and Management

Educational Level

Postgraduate

Learning Outcome

Various - listed in the programme specification

Interactivity Type

Various - module-dependent

Learning Object Description

Programme specification

Pgm spec MRes Sustainability and
Management

View document  Download document 

Programme Specification for MSc Sustainable Management and Leadership

Programme Specification for MSc Sustainable Management and Leadership

Department

School of Business

Learning Object Subject

MSc Sustainable Management and Leadership

Educational Level

Postgraduate

Learning Outcome

Various - listed in the programme specification

Interactivity Type

Various - module-dependent

Learning Object Description

Programme specification

Pgm spec MSc Sustainable Management
and Leadership pgm spec

View document  Download document 

Description of degree programs with RME in the program-level learning goals and assessment rubrics

The School of Business offers postgraduate programmes with RME in the programme-level learning goals.

On a postgraduate level, the School of Business offers a Master of Research in Sustainability and Management (programme specification attached). The course has subject-specific learning goals related to sustainability:

- B1. Critically analyse and synthesise the complexities associated with research in the areas of sustainability management, and the application of research to organisational contexts.
- B2. Critically articulate, debate and discuss different perspectives in sustainability management research, and its application to each student's own organisational context and more widely across other areas of business and management.
- B3. Critically research a specific area of sustainability management using appropriate methods, develop a research proposal, and investigate a complex sustainability management issue.

B4. Write a dissertation with well-evidenced and argued conclusions informed by critical argument and debate.

There is also an MSc Sustainable Management and Leadership (programme specification attached). The course lists several subject-specific learning goals related to sustainability:

B1. Collect and analyse information critically to synthesise it into a form that enables complex sustainable management and leadership situations to be evaluated and addressed.

B2. Understand and be able to apply appropriate techniques and skills to allow critical investigation into relevant sustainable management and leadership issues.

B3. Exercise judgement using a combination of theory and application to critically analyse important sustainability concerns faced by corporate leaders and produce real-world solutions to address them.

Course-Level RME Learning Goals

Examples of course syllabi with course-level RME learning goals

Module information pack for BM2017 The Responsible Marketer

Department

School of Business

Learning Object Subject

Module information pack

Educational Level

Undergraduate

Learning Outcome

Various - listed in the module information pack

Interactivity Type

The module offers a high level of interactivity across lectures and workshops

Learning Object Description

Module information pack for BM2017 The Responsible Marketer

BM2017 MIP 2023-24

View document  Download document 

BM2017 Assignment brief 1

Assignment brief 1

Department

School of Business

Learning Object Subject

Assignment brief 1

Educational Level

Undergraduate

Learning Outcome

Explain the concept of CSR and outline how it applies to marketing activity; Evaluate current marketing activity by organisations from the perspective of the principles of CSR

Interactivity Type

Individual task with workshops offering opportunity for discussion and feedback

Learning Object Description

Assignment brief 1

BM2017 assessment 1 brief

View document  Download document 

BM2017 Assignment brief 2

Assignment brief 2

Department

School of Business

Learning Object Subject

Assignment brief 2

Educational Level

Undergraduate

Learning Outcome

Define social marketing and outline the main principles associated with this concept; Design a CSR/social marketing intervention in response to a defined marketing problem

Interactivity Type

A group assignment with high level of interactivity in planning and presenting a marketing campaign to an audience, and engaging in a discussion with the audience following the presentation.

Learning Object Description

Assignment brief 2

BM2017 assessment 2 brief

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

BM4022 Sustainable Management and Ethics module descriptor

BM4022 Sustainable Management and Ethics module descriptor

Department

School of Business

Learning Object Subject

BM4022 Sustainable Management and Ethics module descriptor

Educational Level

Postgraduate

Learning Outcome

Critically appraise and synthesise different theoretical approaches to business ethics, sustainability and Corporate Social Responsibility; Apply a holistic approach to business ethics and sustainability management strategies providing informed recommendations; Critically analyse the challenges of corporate sustainability (ESG)

Interactivity Type

Various - seminars offer more interactivity compared to lectures

Learning Object Description

MD4022 Sustainable Management and Ethics module descriptor

BM4022 Sustainable Management and
Ethics module descriptor

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

BM4022 Workshop Week 5

Workshop activity for Week 5 of BM4022

Department

School of Business

Learning Object Subject

BM4022 workshop activity

Educational Level

Postgraduate

Learning Outcome

Critically appraise and synthesise different theoretical approaches to business ethics, sustainability and Corporate Social Responsibility; Apply a holistic approach to business ethics and sustainability management strategies providing informed recommendations; Critically analyse the challenges of corporate sustainability (ESG)

Interactivity Type

Interactive workshop

Learning Object Description

MD4022 workshop activity

BM4022 Workshop Week 5

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

Courses with RME in the course-level learning goals

The School of Business offers courses (modules) where the learning goals contain RME aspects.

The BM2017 The Responsible Marketer module is compulsory in year 2 of the BSc Business and Marketing programme. BM2017 has learning goals associated with corporate social responsibility and social marketing, and an extensive syllabus including sessions on sustainability. The learning goals are:

1. Explain the concept of CSR and outline how it applies to marketing activity.
2. Define social marketing and outline the main principles associated with this concept.
3. Evaluate current marketing activity by organisations from the perspective of the principles of CSR.
4. Design a CSR/social marketing intervention in response to a defined marketing problem.

The module information pack is attached for illustration, as are the two assignment briefs for the academic year 2024-25. The first assignment is an individual task that asks the students to complete an academic essay exploring corporate social responsibility as a concept and its relevance to the success of the business. The second assignment is a group task that straddles social marketing and sustainability by asking for the design of a social marketing intervention that encourages behaviour change with the adoption of active travel. The task is informed by Active Travel England's goal for half of all journeys in towns and cities to be cycled and walked by 2030, and students can see evidence of government investment in this objective by the construction of cycle lanes across the city of Preston.

BM4211 Strategic Business Futures (module descriptor attached) is delivered to MBA and International Business Master programmes. The module covers aspects of responsible management practices, including corporate social responsibility, sustainability, sustainable cities, creativity and innovation, immigration, etc. The learning goals are:

1. Critically evaluate how models and frameworks of strategic management can identify and respond to global trends and challenges.
2. Critically analyse how practising managers address key strategic issues.
3. Critically evaluate the role strategy can play in responding to global innovations and trends.
4. Critically evaluate the regional, national and global trends that are shaping strategic change within organisations.

One set of learning materials have been attached as illustration. One of the assignments (see brief attached) involves writing a mini publication about a local company which manages to be successful, create competitive advantage and internationalise by using the strategy to respond to specific global challenges, innovations and trends, including sustainability, emerging technologies, etc.

BM4022 Sustainable Management and Ethics, delivered to Accounting and Finance students, explores elements of sustainability, including the SDGs and ESG reporting, ethical decision-making and reporting from a management perspective.

The learning goals include:

1. Critically appraise and synthesise different theoretical approaches to business ethics, sustainability and Corporate Social Responsibility.
2. Apply a holistic approach to business ethics and sustainability management strategies providing informed recommendations.
3. Critically analyse the challenges of corporate sustainability (ESG).

As can be see from the module descriptor (attached), principles of sustainability are embedded throughout the module. Taught sessions explore contemporary case studies such as Starbucks, Google Oxygen and many others. The workshop task for week 5 of the module is attached for illustration. Webinars and podcasts are used where appropriate and the module leader has just connected with a fraud investigator/legal professional to supply content on sustainability fraud in relation to ESG reporting to be included in the coming semester delivery.

Professor-Discretionary Course Topics

Examples of topics in courses

BM1005 Sustainability and marketing workbook

Department

School of Business

Learning Object Subject

Sustainability and marketing workbook

Educational Level

Undergraduate

Learning Outcome

Explain some of the contemporary issues within the landscape of business; Recognise the impact of the current business landscape on organisations

Interactivity Type

High degree of interactivity in a workshop context

Learning Object Description

BM1005 Sustainability and marketing workbook

BM1005 sustainability and marketing workbook

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

Examples of topics in courses

Itinerary for Cyprus study visit

Department

School of Business

Learning Object Subject

Itinerary for Cyprus study visit

Educational Level

Undergraduate

Learning Outcome

Experiencing first hand how a hotel implements environmental and social sustainability.

Interactivity Type

High degree of interactivity in a study visit context

Learning Object Description

Itinerary for Cyprus study visit

Cyprus Study Visit 2024 Itinerary Int Tourism Mgt

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

Topics in various courses at the discretion of the professor

RME content is integrated into various courses (modules).

RME content features across courses. For instance, on Business and Management programmes, the BM1005 Business Landscape module contains a week devoted to marketing sustainability. A lecture delivers fundamental sustainability theory. This is followed by interactive workshops where guided by a workbook containing varied content such as case studies, students apply sustainability theory to consumer and business practice. Lecture slides and the workbook are attached.

Study visits also introduce students to applied sustainability practice. This year on the International Tourism course, the students visited the Casale Panayiotis Hotel as part of a study visit to Cyprus. This visit relates to day 3 of the trip and can be viewed in the attached travel schedule. The visit showcased environmental sustainability in that the sustainability-certified hotel serves local food, some of which they grow themselves, and practices composting and recycling. The complex is constructed from converted, abandoned houses and represents an example of social sustainability, addressing rural depopulation and providing work for local people.

Examples of topics in courses

Lecture on sustainability and marketing

Department

School of Business

Learning Object Subject

Lecture on sustainability and marketing

Educational Level

Undergraduate

Learning Outcome

Explain some of the contemporary issues within the landscape of business; Recognise the impact of the current business landscape on organisations

Interactivity Type

Workshops offer an interactive learning environment

Learning Object Description

Lecture on sustainability and marketing

BM1005 Lecture on sustainability and marketing

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

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

Curriculum Framework

All course design must comply with the University Curriculum Framework.

Introduced in 2021, the Curriculum Framework is a policy which outlines the elements which need to be integrated into all course design and development. The 'tiles' on the framework are the building blocks for courses which then contribute to the development of the graduate attributes featured in the framework. As can be seen, the framework includes sustainability, wellbeing and inclusivity among other concepts which contribute to RME.

In May 2022, the School of Business went through a periodic review when all of our courses were developed and redesigned in line with the Curriculum Framework. The graduate attributes listed will be fundamental to our Assurance of Learning as defined by AACSB.

The Strategic Curriculum and Portfolio Review exercise (see other objects) builds on this periodic review to further develop courses and enhance RME.

Business and Marketing SPCR SED

The Business and Marketing self-evaluation report to inform the SPCR Panel event.

Relevant Stakeholders

Course team and students, external stakeholders such as employers and the planet

Purpose

To demonstrate how we plan and design future course provision.

Business and Marketing SED document

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

International Business, Leadership and Human Resource Management SPCR SED

The self-assessment report for the SPCR Panel.

Relevant Stakeholders

Course team and students, external stakeholders such as employers and the planet

Purpose

To demonstrate how we plan and design future course provision.

IBLHRM SED document

View document  Download document 

UCLan Curriculum Framework

Curriculum framework for portfolio and course development

Scope

All course design

Enforcement Date

September, 2021

Revision Date

August, 2024

Number Of Pages

1

Publisher

UCLan

Media

Presentation

UCLan Curriculum Framework

View document  Download document 

Strategic Portfolio and Curriculum Review

The School of Business is currently (summer 2024) undertaking a strategic portfolio review to develop its course offering and the content of the courses. RME is fundamental to course and portfolio development.

As part of the Strategic Portfolio and Curriculum Review (SPCR), the School of Business has recently completed a set of meetings with external advisors - academic and industry practitioners - to conduct a subject-based strategic and operational assessment of subject-based provision. The SPCR offers subject areas a forward-focused and enhancement-led opportunity to pause, reflect, and plan teaching and learning activities for the next five years, alongside considering which new programmes to offer in the future. The SPCR also considers the resources available, partnerships, and integration of research into teaching and learning,

while considering the skills the curriculum aims to deliver, teaching and learning strategies, and support for academic leadership. The SPCR Panel acts as a 'critical friend' providing guidance and ensuring realistic ambitions. A key priority has been to ensure appropriate inclusion of RME content into the syllabus. For illustration, the SPCR self-evaluation reports for the subject areas of Business and Marketing, and International Business, Leadership and Human Resource Management are attached. These reports set the scene for the discussions that take place during the one-day SPCR Panel event.



Research

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

RME Elements in Research

University of Lancashire incorporates responsible management education into its research endeavors through 5 different methods:

Regular Research Seminars

BEAM podcast link

This recent podcast interview with Nick Hall, CEO of the Digital Tourism Think Tank, focused on the ways in which AI can contribute towards more sustainable tourism activity.

Date

September, 2023 - August, 2024

Location

University of Central Lancashire

Speakers

Nick Hall, the Digital Tourism Think Tank, and Dr Sean Gammon and Dr Daniel Wright, both of the University of Central Lancashire

[Supporting Links](#)

BEAM (Business, Enterprise, and Management) podcast interview

Responsibility-related regular research seminars

The Institute for Business, Enterprise and Organisational Impact delivers impactful research and knowledge exchange, creating socio-economic benefit regionally, nationally, and internationally.

The School of Business is home to the Institute for Business, Enterprise and Organisational Impact (BEOI), a research and knowledge exchange institute that seeks to inspire and empower people to flourish in enterprise through high quality impactful research. BEOI aims to build a reputation and profile that places the institute at the heart of the business and civic community. BEOI research underpins teaching at undergraduate and postgraduate levels, and within degree apprenticeships, CPD, and SME enterprise development. The intention is to deliver impactful research and knowledge exchange, creating socio-economic benefit regionally, nationally, and internationally.

BEOI sustainability-related research is disseminated through a face-to-face seminar series, but also a recently introduced Business, Enterprise, and Management (BEAM) podcast series. A recent podcast interview with Nick Hall, CEO of the Digital Tourism Think Tank, focused on the

ways in which AI can contribute towards more sustainable tourism activity. The podcast also discussed how technology in the future will be able to predict potential hotspots and so deter the accompanying environmental impacts. A link to the podcast has been included.

PhD-Level RME Courses

Examples of PhD-level course syllabi with course-level RME learning goals

DBA programme specification

Department

School of Business

Learning Object Subject

DBA programme specification

Educational Level

Postgraduate

Learning Outcome

Various - listed in the programme specification

Interactivity Type

Various - module-dependent

Learning Object Description

DBA programme specification

prof_doc_business_administration_Sept_2022

Pgm Spec

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

Examples of PhD-level course syllabi with course-level RME learning goals

List of sustainability-related theses within the School of Business

Department

School of Business

Learning Object Subject

List of sustainability-related theses within the School of Business

Educational Level

Postgraduate

Learning Outcome

NA

Interactivity Type

NA

Learning Object Description

List of sustainability-related theses within the School of Business

Theses on sustainability related topics in the
School of Business

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

PhD-level courses with course-level RME learning goals

There is a large number of sustainability-related doctoral theses within the School of Business.

The School of Business offers different routes to achieve a doctoral qualification including PhD, Professional Doctorates and DBA. For instance, the DBA (programme specification attached) delivers the following subject-specific skills:

B1: an ability to contribute to academic theory and provide ethical and responsible enhancements to management practice (AACSB 1)

B2: an ability to design and implement an appropriate programme of applied research and defend its rationale (AACSB 4)

B3: an ability to address complex and contemporary challenges for business and society in the form of a Doctoral thesis and to provide an oral defence of the research.

There are currently 18 sustainability-related theses being pursued by doctoral students. The titles of the 18 theses are attached.

Research Conferences

Employment Relations in Health Care

Employment Relations in Healthcare conference organised by iROWE.

Date

July, 2024 - July, 2024

Location

University of Central Lancashire

Speakers

James Bull, UNISON Head of Health in the North West region, Dr Tony Bennett, iROWE Senior Research Fellow, UCLan, Andrew Cooper, Head of Programmes (Employee Wellbeing), Aneurin Bevan University Health Board and Health Education and Improvement Wales, Penny Davis, HRM Practitioner and Lecturer, and PhD Student at iROWE, UCLan, Karmini McCann, Deputy Chief People Officer / Director of Organisational Development & Inclusion, Lancashire and South Cumbria NHS Foundation Trust, Victoria Osten, Employment Advisor for NHS Talking Therapies, Lancashire and South Cumbria NHS Foundation Trust, Professor Richard Saundry, University of Westminster, Julie Rogers, CEO, HPMA, Dr Gemma Wibberley, iROWE Research Fellow, UCLan, Dr Adrian Wright, iROWE Director and Associate Dean (School of Business), UCLan

Employment Relations in Healthcare conference

Employment Relations in Healthcare
conference

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

Responsibility-related conferences

The Institute for Research into Work, Organisations and Employment (iROWE) organise RME-related conferences with national impact.

The School of Business is also home to the Institute for Research into Organisations, Work and Employment (iROWE). iROWE aims to engage with stakeholders to help build a fair and equitable future of work. The institute conducts and disseminates high quality research and engages with key organisations such as the TUC, ISBE, CIPD, ACAS, the RSA and local government to inform the development of effective workplace practice and employment policy. iROWE organises RME-related conferences with national impact. For instance, on 15th July 2024 iROWE organised a one-day conference exploring Employment Relations in Healthcare. The event created a space for conversation to consider progressive approaches to people management and discuss people management challenges in the sector. More details of the event are included on the Eventbrite item attached.

Required Research Reporting

CloK interface illustration

An illustration of the CLoK, the online repository of research outputs.

Relevant Stakeholders

Staff and students at the University of Central Lancashire, external stakeholders interested in our research

Purpose

To illustrate CLoK, the online repository of research outputs

CLoK

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

CLoK

School of Business researchers need to formally log their research outputs.

CLoK is an online store for the digital intellectual assets of the University of Central Lancashire. It hosts the full-text and bibliographic records of research papers and theses of University of Central Lancashire staff and students. The attached image shows the CLoK interface with some sample publications for Dr Adrian Wright.

Institutional Environment Statement from the Research Excellence Framework 2021

Institutional Environment Statement from the Research Excellence Framework 2021

Relevant Stakeholders

Researchers and postgraduate students at the University of Central Lancashire

Purpose

To demonstrate the support in place for researchers and postgraduate students.

Institution environment statement -
University of Central Lancashire

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Other types of research support for faculty or PhD students

Research support for academic staff and postgraduate students is provided by the School of Business and the University of Central Lancashire more widely.

The School of Business provides a supportive research environment, supplying sufficient backing in terms of time, resources and mentoring/advice for colleagues who engage in research. Situated within the School, the Institute for Business, Enterprise and Organisational Impact (BEOI) supports active researchers in terms funding, training requirements, regular

research seminars, the BEAM podcast, the opportunity to apply for mini sabbaticals, etc. The School of Business is committed to ensuring that postgraduate students (PhD, DBA) have sufficient resources and experienced supervision teams to draw upon to complete their programmes successfully and in a timely manner. The 'Unit Environment Statement' from the Research Excellence Framework 2021 submission (the most recent formal government audit of research in the UK) has been attached.

Researchers and students are further supported by the wider University of Central Lancashire research infrastructure. For instance, the Grant and Funding Unit supports researchers in applying for external funding. Research students are members of the Graduate Research School that offers ongoing research training support and organises a yearly conference where research students present their research. The 'Institutional Environment Statement' from the Research Excellence Framework 2021 submission (the most recent formal government audit of research in the UK) has been attached.

Unit Environment Statement from the Research Excellence Framework 2021

Unit Environment Statement from the Research Excellence Framework 2021

Relevant Stakeholders

Researchers and postgraduate students at the University of Central Lancashire

Purpose

To demonstrate the support in place for researchers and postgraduate students.

Unit environment statement - University of
Central Lancashire - 17

View document  Download document 



Partner

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

Partnership Approaches for RME

University of Lancashire partners with external stakeholders to advance responsible management education through 3 different approaches:

Knowledge Translation and Dissemination

PowerPoint presentation 10th International Conference on Social Responsibility, Ethics and Sustainable Business

PowerPoint presentation used at the 10th International Conference on Social Responsibility, Ethics and Sustainable Business.

Date

September, 2023 - September, 2023

Location

Bucharest University of Economic Studies, Romania

Speakers

Maria Sherrington

10th International Conference on Social Responsibility, Ethics and Sustainable Business

ICSR 2023 presentation Dr M Sherrington

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

Article in Forum of the Chartered Institute of Logistics and Transport

Article in Focus featuring the Logistics Research Network Forum Conference and the work by Dr Kamalavelu Velayutham.

Relevant Stakeholders

Academics, policymakers, logistics and transport practitioners

Purpose

To demonstrate the contribution to the Logistics Research Network Forum Conference by Dr Kamalavelu Velayutham.

Logistics Research Network Forum - NetZero
Logistics

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

Description of partnering activities that involve informing - 10th International Conference on Social Responsibility, Ethics and Sustainable Business

To demonstrate how School of Business researchers disseminate their research findings to an international audience.

On 14th-15th September 2023, Dr Maria Sherrington attended the 10th International Conference on Social Responsibility, Ethics and Sustainable Business hosted by Bucharest University of Economic Studies and with delegates from across the world. She delivered a presentation on her research on the attitude-behaviour gap in sustainable consumer behaviour with a focus on the generational cohorts of Millennials and Generation Z. The PowerPoint presentation used at the conference is attached for illustration.

Description of partnering activities that involve informing - The Logistics Research Network Forum Conference

To demonstrate how School of Business researchers disseminate their research findings to an international audience.

During the Logistics Research Network Forum Conference 26th-30th June 2023, Dr Kamalavelu Velayutham delivered a presentation entitled 'Harnessing sustainability through frugal innovation in community wealth building; the Preston Model case'. An article written by Dr Velayutham featuring the event in the February issue of Focus of the Chartered Institute of Logistics and Transport is attached.

External Community Dialogue

Student Working Lives report

The report examines the rise in students' part-time working hours and outlines recommendations for policymakers and universities.

Relevant Stakeholders

Policymakers and universities

Purpose

Report on student experiences of working while studying

iROWE student-working-lives

View document  Download document 

Institute for Research into Organisations, Work and Employment (iROWE)

To demonstrate how iROWE works to inform the development of effective workplace practice and employment policy.

A recent iROWE project, 'Student Working Lives', examined the rise in students' part-time working hours with the aim to understand student experiences of working whilst studying. It also considered the quality of work undertaken alongside their studies and how it affects certain groups. This research has informed a set of recommendations for policymakers and universities, with the aim of helping students balance their lives amidst a cost-of-living crisis. The Student Working Lives project report is attached.

Collaborative Problem Solving

Description of partnering activities that involve problem-solving: Roundtable on Student Working Lives

iROWE works actively with a range of external stakeholders to create impact for research findings, in this case the Student Working Lives Project.

Dr Adrian Wright, Director of iROWE, hosted a roundtable at Woburn House Conference Centre on 20th June 2024, discussing the findings of the Student Working Lives Project. The panel had representation from the Higher Education Policy Institute, WonkHE, Blackbullion, Universities UK, GuildHE, UCLan Students' Union, the Association of Commonwealth Universities and UKCISA. The event discussed the Student Working Lives Project, the quality of student part-time work, challenges students face and how national and regional policymakers, universities, and student unions and others in, and outside, the sector can work together to enhance support for students in managing their studies alongside work and deal with financial pressures. The positive contribution students make to the economy and society was recognised. A PowerPoint presentation and a LinkedIn post are attached for illustration.

Student Working Lives LinkedIn post

A LinkedIn post on the Student Working Lives roundtable

Relevant Stakeholders

Policymakers and universities

Purpose

To disseminate the news of the positive roundtable discussions

Students Working Life Roundtable

View document  Download document 

PowerPoint presentation Student Working Lives roundtable

PowerPoint presentation used during Student Working Lives roundtable.

Relevant Stakeholders

Students, universities, policymakers, employers

Purpose

To demonstrate iROWE research into students' part-time work.

Student Working Lives Presentation
roundtable

View document  Download document 



Practice

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

RME Policy Implementation

University of Lancashire has implemented 8 policies to support its commitment to responsible management education:

Greenhouse gas emissions

Strategic Plan 2021-2028 Sub Strategy (Sustainability)

Priority 6 - Future-proofing our University

Scope

2021-2028

Enforcement Date

July, 2021

Revision Date

July, 2021

Number Of Pages

11

Publisher

University of Central Lancashire

Media

Website

[Supporting Links](#)

Water

Carbon Management Plan 2020-2023

This Carbon Management Plan focuses on the carbon emissions from the consumption of electricity, gas and water.

Scope

2023-2028

Enforcement Date

July, 2023

Revision Date

July, 2028

Number Of Pages

9

Publisher

University of Central Lancashire

Media

Website

[Supporting Links](#)

Policies on water

The Scope 3 water emissions target for 2020 had been set in line with the Environmental Management Plan, to reduce water consumption by 50% by 2020 based on a 2006/07 baseline.

Scope

2021-2028

Enforcement Date

September, 2021

Number Of Pages

1

Publisher

University of Central Lancashire

Media

Policy Document

Water

View document  Download document 

Buildings/real estate

Policies on building/real estate

Buildings and Campus Development

Scope

2021-2028

Enforcement Date

July, 2021

Revision Date

July, 2028

Number Of Pages

1

Publisher

University of Central Lancashire

Media

Website

[Supporting Links](#)

Employee equity, diversity, inclusion

Policies on employee (including faculty) equity, diversity, inclusion

Dignity at Work

Scope

2024

Enforcement Date

July, 2023

Revision Date

July, 2024

Number Of Pages

4

Publisher

University of Central Lancashire

Media

Website

[Supporting Links](#)

Student equity, diversity, inclusion

Student Dignity & Respect Policy

The University of Central Lancashire is committed to ensuring equality of opportunity for its students. The University aims to ensure that all students achieve their academic potential and that no student is unreasonably disadvantaged when applying to and studying at the University. Our values and vision are set out in the Equality and Diversity policy and Student Charter. They detail the rights and responsibilities we all have as members of the UCLan community. Every student has a personal responsibility to comply with these policies and to treat fellow students, staff and visitors with dignity and respect.

Scope

2019-2024

Enforcement Date

July, 2019

Revision Date

July, 2024

Number Of Pages

11

Publisher

University of Central Lancashire

Media

Website

[Supporting Links](#)

Staff and Students Health and wellbeing & responsible finance

Staff and Students Health and wellbeing & responsible finance may be relevant too within the Sustainability Strategy.

Scope

2021-2028

Enforcement Date

July, 2021

Revision Date

July, 2024

Number Of Pages

11

Publisher

University of Central Lancashire

Media

Policy Document

[Supporting Links](#)

Travel**Travel Policy**

Supporting Sustainable & Active Travel

Scope

2019-2024

Enforcement Date

July, 2019

Revision Date

July, 2024

Number Of Pages

18

Publisher

University of Central Lancashire

Media

Policy Document

Local staff/student/faculty transportation**Travel Policy**

Supporting Sustainable & Active Travel

Scope

2019-2024

Enforcement Date

July, 2019

Revision Date

July, 2024

Number Of Pages

18

Publisher

University of Central Lancashire

Media

Policy Document

Institutional Aspiration Targets

University of Lancashire has set aspiration targets in 6 different areas:

- ❖ GHG Emission Targets
- ❖ Employee EDI Targets
- ❖ Student EDI Targets
- ❖ Water Conservation Targets
- ❖ Building and Real Estate 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, University of Lancashire operates with the following approach:

Full Transparency Disclosure

Sources of disclosing KPIs

List of sources of disclosing KPIs including website, HESA, OfS and Policy reports.

Relevant Stakeholders

PRME

Purpose

Sharing Information on Progress report

Strategy KPIs

View document  Download document 

Sources of KPIs

A list of the sources of KPIs including website, HESA, OfS and Policy documents.

Author

University of Central Lancashire

Published Date

August, 2024

Degree Of Recognition

Internationally available

Media Name

University website

Media Type

Website statement

Duration

Multiple pages/sub-sections

Strategy KPIs

View document  Download document 

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