

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

School of Management,
University of Bath

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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

School of Management, University of Bath demonstrates its commitment to PRME's Principles through the following letter from senior leadership.



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30 October 2024

Letter of renewed commitment to PRME

On behalf of the School of Management, University of Bath, I am delighted to pledge our commitment to the Seven Principles of Responsible Management.

The University of Bath School of Management is one of the longest established and highly reputed centres of management education and research in the United Kingdom. Established in 1966, over more than five decades the School has earned a global reputation for our innovative educational programmes and impactful research. Our aims are to improve society locally, nationally and globally through sustainable and responsible management education and research that is both intellectually outstanding and practically impactful.

We are an aspirational community, committed to outstanding achievements in research and education, and seeking continuous improvement in all we do through innovation. Colleagues work hard to ensure that we maintain an inclusive, respectful, and transparent community that behaves in a socially responsible manner and we encourage and enable staff and students to do the same. We aspire to play a positive role in encouraging and enabling futures in which our activities thrive in harmony with our environment and are mindful of reducing our environmental impacts.

Seeking to make a difference in all we do, we actively pursue external engagement to extend and increase the impacts of our research and education. Grand challenges and the careers of tomorrow call for multi-disciplinary skillsets and integrated insights, and we value and invest in partnerships that enable the pursuit of our missions.

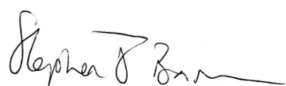
Our programmes have distinctively high ratios of students accessing a wide-range of international and local engagement opportunities, internships/placement opportunities, and numerous embedded skills development projects and case work activities that leverage the strong partnerships that we have developed with our industry, local and international partners. These experiences, teamed with a strong focus on critical thinking, play a vital role in promoting employability, career success and our student's long-term impact on society.

The School of Management has sustained our position among the top 10 UK research schools in business and management for over two decades, with the most recent Government audit of Higher Education (the Research Excellence Framework) placing us 7th. Underpinning this success is consistent growth in both the quality and quantity of research

outputs being produced, alongside growing recognition of our research in arenas as diverse as: cyber-security, decarbonizing energy markets, healthcare innovation, entrepreneurial eco-system development, and carbon-efficient logistics.

Our report outlines the important progress we are making in the key areas aligned with PRME's principles, and we look forward to our continued evolution as part of a worldwide community of like-minded educational institutions, working towards a sustainable future.

Yours sincerely,



Professor Stephen Brammer
Dean of the School of Management and Vice President (Strategy & Planning)
University of Bath
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Values

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

RME Leadership Accountability

At School of Management, University of Bath, accountability for responsible management education is structured as follows:

Yes, but the role is formalized elsewhere within the PRME signatory's organization (e.g., center/institute leader, faculty/staff member), but not in senior leadership team

Organizational Structure for RME

The following organizational entities at School of Management, University of Bath are responsible for RME:

- ❖ Research-Focused Entity



Teach

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

RME Elements in Degree Programs

School of Management, University of Bath integrates responsible management education into its degree programs through 3 different approaches:

Course-Level RME Learning Goals

Courses with RME in the course-level learning goals (excluding PhD)

Courses with RME in the course-level learning goals (excluding PhD)

We offer an MSc in Sustainability and Management, designed to deepen students' understanding of core business disciplines while providing comprehensive insights into sustainability. [Please click here for more information.](#)

We also offer MSc programmes in Innovation and Technology Management ([click here for more information](#)), Operations, Logistics and Supply Chain Management ([click here for more information](#)), Strategic Retailing ([click here for more information](#)), Management ([click here for more information](#)), International Management ([click here for more information](#)), and Human Resource Management ([click here for more information](#)), all of which integrate Responsible Management Education (RME) as a core focus.

Also, our BSc programmes are underpinned by RME including our International Management programme ([click here for more information](#)), Business ([click here for more information](#)) and Management ([click here for more information](#)).

MN52089: Equality, diversity and inclusion at work

Department

School of Management

Learning Object Subject

Human Resource Management

Educational Level

Postgraduate

Learning Outcome

By the end of this unit, students will have worked towards being able to: Demonstrate knowledge of the industrial, cultural and legislative context and how they influence ED&I at work. Appreciate the role of voice, advocacy, and knowledge sharing within ED&I, as well as the need to demonstrate compassion and fairness. Critically reflect on how ED&I is shaped by personal and organisational values; alongside organisational resources and individual

competencies. Identify ways in which to challenge prejudice and discrimination and deal with opposing views and criticism regarding ED&I. Evaluate a range of ED&I practices and their impact on different people and stakeholders, and plan for long term sustainable change.

Interactivity Type

Active

Learning Object Description

MN52089: Equality, diversity and inclusion at work

[Supporting Links](#)

Program-Level RME Integration

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

To list the degree programmes with RME in their learning goals

The following learning goals are embedded for our postgraduate-level programmes.

1. Identify and recognise ethical and corporate social responsibility issues in relation to operations, logistics and supply chain management (MSc Operations, Logistics and Supply Chain Management)
2. Examine the implications of sustainability in a range of social, environmental, and economic contexts (MSc Sustainability and Management)
3. Apply salient sustainability tools and techniques (MSc Sustainability and Management)
4. Demonstrate a critical awareness of the wider social and ethical issues associated with financial decisions (MSc Accounting and Finance)
5. Demonstrate a critical awareness of the wider social and ethical issues associated with financial decisions (MSc Finance)
6. Demonstrate a critical awareness of the wider social and ethical issues associated with financial decisions (MSc Finance and Banking)
7. Demonstrate a critical awareness of the wider social and ethical issues associated with financial decisions (MSc Finance with Risk Management)
8. Evaluate the role of sustainable practice in engineering and technology organisations (MSc Innovation and Technology Management)

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



Research

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

RME Elements in Research

School of Management, University of Bath incorporates responsible management education into its research endeavors through 4 different methods:

Required Research Reporting

Faculty members must report their responsibility-related research publications regularly

To talk about the school's policy on faculty member reporting their RME research publications

The School does not have a specific requirement for faculty to report responsibility-related research publications over and above any other publications. However, all peer reviewed publications are reported on a research repository. This is a requirement for all faculty and peer reviewed outputs are added at the point of acceptance. Outputs are also given an SDG affiliation if they advance research in any of the 17 areas, and this is highlighted on our research portal.

Dedicated Research Funding

Regular Research Seminars

Research Seminars

Narrative about our regular research seminars

The frequency of the running of seminars differs across the divisions within the School but there is usually at least one seminar per week throughout the academic year (less during the summer months and none in August). Speakers are approached directly if they are leading scholars in their field but sometimes colleagues invite their co-authors to deliver a seminar. Speakers are mainly brought from the UK and Europe although occasionally academics are invited from elsewhere in the world such as the USA, Australia and Asia. Often when academics are invited from outside of Europe, this will be because they are already in the UK for other business so we take the chance to invite them. We may sometimes co-host these academics with other institutions as well. Usually once or twice a year, each division will also host a 'Distinguished Speaker' or 'Meet the Editor' series which are often popular sessions to attend due to the high status of the speakers in their field. The number of attendees at each seminar can greatly vary, depending on how niche the research topic is or how well known the speaker is. For 'big names' delivering paper writing sessions or workshops we can see up to 30 people attending. We often have a few academics attending online as well as those in person as often the seminars are ran as hybrid sessions. All divisions try to keep a balance of male and female

speakers across the year, aiming for an equal split and there is usually a good balance. This is not always achieved due to current research topics of interest or speaker availability but it is everyone's aim to keep improving on this equal split in the future. Occasionally the seminar invites are opened up to scholars outside the School, predominantly schools across the South/South-West e.g. Bristol and Exeter. This allows us to maximise guest speaker opportunities and also provide external recognition for the School.

Other types of research support for faculty or PhD students

Supporting PhD students with opportunities for professional growth

The School of Management and the University of Bath offer comprehensive support for PhD students to ensure they receive a robust academic foundation and opportunities for professional growth. All PhD students undergo rigorous research training as part of their programme, with those in the Integrated PhD track completing a Master's in Research (MRes) during their first year. Throughout their PhD journey, students receive regular guidance from a team of at least two supervisors within the School, benefiting from diverse expertise and perspectives. Students are encouraged to join research centres, fostering a sense of academic community and enabling them to build networks, participate in research events, and present their work in a supportive, collegial setting. The School further organises PhD-focused workshops throughout the year, aimed at enhancing research and publication skills. These workshops are led by senior faculty and prominent guest academics, offering valuable insights and career development. To support conference attendance and other training & development, students have access to training funds. Additionally, the Doctoral College at the university provides a central support system for PhD students, offering skill development resources, networking opportunities across disciplines, and guidance on all PhD-related matters. This combined support structure helps PhD students at Bath thrive both academically and professionally.



Partner

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

Partnership Approaches for RME

School of Management, University of Bath partners with external stakeholders to advance responsible management education through 1 different approach:

Collaborative Problem Solving



Practice

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

RME Policy Implementation

School of Management, University of Bath has implemented 4 policies to support its commitment to responsible management education:

Greenhouse gas emissions

Policies on greenhouse gas emissions

Scope

University stakeholders

Enforcement Date

December, 2024

Revision Date

December, 2024

Number Of Pages

4

Publisher

University

Media

<https://www.bath.ac.uk/legal-information/university-of-bath-climate-action-framework-principles/>

University of Bath Climate Action Framework principles

View document  Download document 

Employee equity, diversity, inclusion

Our Equality, Diversity and Inclusion Statement 2023-2025

Statement of Equality Objectives 2023.pdf

Scope

University-level

Enforcement Date

May, 2023

Number Of Pages

15

Publisher

University of Bath

Media

<https://www.bath.ac.uk/publications/statement-of-equality-objectives-2023-to-2025/attachments/Statement-of-Equality-Objectives-2023.pdf>

Equality, Diversity and Inclusion Statement View document  Download document 

Student equity, diversity, inclusion

Our Equality, Diversity and Inclusion Statement 2023-2025

Statement of Equality Objectives 2023.pdf

Scope

University-level

Enforcement Date

May, 2023

Number Of Pages

15

Publisher

University of Bath

Media

<https://www.bath.ac.uk/publications/statement-of-equality-objectives-2023-to-2025/attachments/Statement-of-Equality-Objectives-2023.pdf>

Equality, Diversity and Inclusion Statement View document  Download document 

Travel

Policies on travel

Scope

All the staff and students

Enforcement Date

December, 2024

Revision Date

December, 2024

Number Of Pages

29

Publisher

University of Bath

Media

<https://www.bath.ac.uk/legal-information/travel-and-expenses-policy/>

Travel and expenses policy

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Institutional Aspiration Targets

School of Management, University of Bath has set aspiration targets in 1 different area:

- ❖ GHG Emission 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, School of Management, University of Bath operates with the following approach:

No Performance Disclosure

SIGNATORY

School of Management, University of Bath



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