

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

Liverpool Business School

Table of Contents

1. About PRME	3
2. About SDGs	5
3. Purpose	6
4. Values	9
5. Teach	11
6. Research	18
7. Partner	31
8. Practice	42
9. Share	47

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

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



Liverpool
Business
School

16th August 2024

Dear PRME Secretariat,

On behalf of Liverpool Business School at Liverpool John Moores University, I am pleased to submit our 2024 PRME report, which details our progress in advancing the Principles for Responsible Management Education. This report reflects our commitment to integrating sustainability, ethics, and corporate responsibility into the core of our academic and institutional activities. Notably, the 2023- 2030 strategic plan is built around 'Shaping a Better Future' and the Sustainable Development Goals. As an institution dedicated to developing responsible leaders for the future, we have embraced the PRME principles as a guiding framework for our educational philosophy. This report outlines our key achievements over the past two years, highlighting how we have embedded these principles into our curriculum, research, and community engagement.

We have introduced and expanded the activity across the programmes of study so that they focus on specific SDGs and ensure that our students are well-prepared to address global challenges. We have recently reviewed our progress across all postgraduate and undergraduate programmes to create a clear plan of action for continuing development and change. Our students have been active participants in promoting the PRME principles through initiatives such as the Beach Clean.

Our staff and students have engaged in research and knowledge exchange that contributes to the global conversation on responsible management, with projects that address issues such as Used Kitchen Exchange. A final highlight from this report is that we have strengthened our partnerships with local organisations to promote social impact and sustainability, involving our students and staff in real-world applications of responsible management principles through initiatives such as the Business and Accounting Clinics.

Our Commitment Moving Forward:

As we look ahead, Liverpool Business School remains committed to advancing the PRME principles. We will continue to evolve our curriculum, research, and community involvement to further align with the goals of responsible management education. We recognise the importance of these efforts in shaping the future leaders who will drive sustainable and ethical business practices globally.

We are proud of our progress thus far and are eager to continue our journey as part of the global PRME community. We believe that our efforts contribute to a broader movement towards a more sustainable and equitable world.

Thank you for your continued support and for providing a platform that encourages educational institutions like ours to strive for excellence in responsible management education. We look forward to your feedback on our report and continued collaboration with the PRME initiative.

Sincerely,



Professor Adam Shore

Director of Liverpool Business School

Liverpool John Moores University

Institutional Mission, Vision, and Strategy

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



Values

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

RME Leadership Accountability

At Liverpool Business School, 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

PRME lead team

Since June 2021, Ann Hindley and Konstantina Skritsovali are the PRME leads for the Faculty of Business & Law.

Over the past 3 years, the team has been working hard to drive extensive integration of PRME within LBS and the wider university. In doing so, the PRME lead team:

- Embedded PRME Champions roles in each academic department to drive local integration of the SDGs.
- Launched an integrated communications platform for the rapid and wide dissemination of information and events to staff and stakeholders at the institutional, network, chapter and global level.

Organizational Structure for RME

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





Teach

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

RME Elements in Degree Programs

Liverpool Business School integrates responsible management education into its degree programs through 4 different approaches:

Guest Speakers and Showcase Events

A field trip to The World Bank Group

In 2022 and 2023, International Trade students visit The World Bank Group

As part of the experiential learning trip for Level 5 students studying the international trade module 5010lbsbw, the Sustainable Development Goals (SDGs) are considered in the context of the role of the World Bank and their approach to addressing complex sustainability-related issues. Students have the opportunity to focus on this as part of their assessed verbal report, which counts towards their overall module grade.

A field trip to experience social innovation applications in Spanish contexts

As part of the professional development week, Dr Konstantina Skritsovali led a trip for L6 'Business with' students to learn about applied social innovation practices in the workplace while visiting Valencia, Spain.



The main objectives of the trip were to provide students with the unique opportunity to participate in a free international visit and engage in the exploration of diverse cultures. The overarching aim was to foster an enhanced understanding of different cultures within the context of both business and society, thereby contributing to increased employability. The itinerary included a comprehensive range of visits, such as an excursion to the Stock Exchange Market, a visit to the Valencian Innovation Hub to gain insights into the practical applications of social innovation for the support of local and regional development, a visit to the 'Espurna Foundation' where students had the opportunity to observe workplaces that employ individuals with intellectual disabilities, as well as a visit to the Universitat Politècnica de Valencia to learn about cutting-edge research projects focused on promoting social and environmental sustainability.

Chapters

Field trip in Valencia_February 2024

United Utilities Project Managers deliver a talk to L6 students

Mark Graham, the Project Manager, and Sarah Jakubiak, the Principal Environmentalist at United Utilities, were invited to give a guest session to L6 Personal and Professional Ethics students. They discussed the social and environmental impacts, responsibilities, and approaches of United Utilities.

Date

May, 2024 - May, 2024

Location

Liverpool

Speakers

Mark Graham and Sarah Jakubiak

United Utilities Project Manager delivers a talk to L6 students

WhatsApp Image 2024-07-05 at 09.42.21 (7) View document  Download document 

A field trip to The World Bank Group

Date

October, 2023 - October, 2023

Location

The World Bank Group

Speakers

The World Bank Group

For two consecutive years, L5 Business Management students visit The World Bank Group in London

world bank trip 2023

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Launch of the Freeport Skills Academy

Dr. Katie Neary led the launch of The Freeport Skills Academy. This was the first in a series of activities aimed at enhancing the skills of local people and providing employment within Freeport businesses. The broader regenerative impact of this initiative is on communities that have lost employers, which is a key part of the Freeport strategy. Additionally, there is a staff member responsible for achieving Net Zero, which aligns with the focus on Green Energy as one of the main sectors for businesses operating from the Freeport site.

Date

March, 2024 - March, 2024

Location

Liverpool

Speakers

Louise Di Blasi Head of Customs and Jonathan Coleman Freeport Project Manager

[Supporting Links](#)

The Freeport Skills Academy launch is the first in a schedule of activities to upskill local people and provide employment within Freeport businesses

freeport 2023 students

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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

Mapping the representation of the UN SDGs in the LBS undergraduate programmes

Dr Konstantina Skritsovali received funding to assess the integration of the UN SDGs into the undergraduate business school curriculum.

The project aimed to review, map, and monitor how the UN Sustainable Development Goals (SDGs) were represented in the undergraduate curriculum of the business school. Its purpose was to assess the role of the Business School in creating social value for its students and the community through teaching and learning. Additionally, the project aimed to work with students as change agents to enhance teaching and learning experiences.

Professor-Discretionary Course Topics

Embedding RME in Business Consultancy

In the academic year 2023/24 in the Level 6 Business With module, Business Consultancy, approx. 300 students worked either alone or in teams on 81 different real business world client project sourced through the Liverpool Business Clinic at Liverpool John Moores University.

Students worked with real business clients during the module and were supported weekly by specialist business consultants who met with the individuals or teams weekly to support the development of the projects. These projects focused mainly on 5 SDGs. These were SDG 5 (Gender Equality), SDG 8 (Decent Work and Economic Growth), SDG 9 (Industry, Innovation and Infrastructure), SDG 12 (Responsible Consumption and Production) and SDG 13 (Climate Action). During this academic year a small number of trailed a specific project brief that used the SDG assessment impact tool (<https://sdgimpactassessmenttool.org>) to audit, assess and recommend actions to improve the client's organisation SDG actions and commitments. Feedback from the clients was very positive and this specific project brief will be offered to a wider range of business organisations in 2024/25 and become part of the main project offer from for the module in future years.

Accessible Tourism within Modules

As an educator, LJMU has a responsibility to educate our students on issues of social justice and prepare them to be socially conscious managers upon graduation. One aspect of this is making tourism accessible to people with disabilities.

A critical constraint to access for people with disabilities is negative attitudes and a general lack of awareness from industry and fellow tourists. As a result, several modules contain an accessible tourism element, such as Managing Experience in the Visitor Economy or Engage Liverpool.

At the **Level 4** module, we introduce the concept of accessible tourism to students and explain it from the disabled tourist' perspectives: what are the key constraints and where do they experience these within the consumer journey? We have a guest speaker for 1 week to also explain how accessible tourism impacts experience design.

At the **Level 5** module, we then specifically look at accessible tourism in the context of Liverpool as a destination. For this module, we have one of the top accessible tourism consultants, Chris Veitch, deliver a guest talk on how his company works directly with Visit England to help achieving the target of becoming the most accessible destination in the world by 2025. For next academic year, students will also be working with AccessibleUK to design guides for service providers in the LCR and those that pass the module will receive an official certificate at the end.

RME in Business Consultancy

Department

Business Management

Learning Object Subject

The aim of this module is to provide students the opportunity to work with clients on sustainability-related projects and to assist businesses with a better understanding of the SDGs and better equip them to prioritise future actions.

Educational Level

L6 undergraduate

Learning Outcome

While studying for this module, students develop professional skills such as responsible management, ethical leadership, budgeting, strategic thinking and industry specific skills as well as they develop higher levels of confidence, adaptability and resilience.

Interactivity Type

Live projects

Learning Object Description

In the academic year 2023/24 in the Level 6 Business With module, Business Consultancy, approx. 300 students worked either alone or in teams on 81 different real business world client project sourced through the Liverpool Business Clinic at Liverpool John Moores University.

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

Description of the Signatory Member's pedagogical approach, which involves RME in all degree program design and pedagogical innovations

How Liverpool Business School are embedding RME throughout all programmes.

Liverpool Business School identified the need for more focused competencies across its programmes, building upon the LJMU Skills and Mindset Framework of 2020, (See diagram , turquoise sections) . As part of their AACSB accreditation efforts, the school engaged in extensive discussions and consultations involving staff, students, and employers. This collaborative process led to the agreement on six core competencies that will now be embedded and assessed across all business programmes. One significant gap identified in the LJMU framework was the lack of emphasis on responsible management. In response, LBS has introduced the competency of 'Ethical Reasoning and Responsible Business Governance' to address this area. The below diagram details the competencies now emended (in purple).





Research

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

RME Elements in Research

Liverpool Business School incorporates responsible management education into its research endeavors through 4 different methods:

Research Conferences

Social Value at Universities

Date

July, 2022 - July, 2022

Location

Liverpool

Speakers

Tony Wall, Crispin Sachikonye, Lizzie Carline, Adam Shore, Isabelle Parasram, Stuart Tyreman, Clare Westcott, Rebecca Harvey, Ben Carpenter

[Supporting Links](#)

More than 130 people from 12 countries gathered in-person and online for a two-day global symposium hosted by Liverpool Business School and Social Value UK. Bringing together students, academic staff and community organisations, discussions explored how universities, and in particular business schools, could maximise their social value potential and gain a wider perspective on the role they can play in creating a better environment for individuals, communities, and the planet.

social-value-symposium-2-web-banner-835-x-500

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Womens' Leadership Impact Symposium

Date

July, 2024 - July, 2024

Location

Liverpool

Speakers

Fiona Hurd Auckland University of Technology Aotearoa, a Visiting Research Fellow at Liverpool Business School, with a lightening talk on "Accidental Leadership" and... Tien Ho Phu Xuan University Vietnam "Womens' digital leadership in Vietnam" Christine O'Dea Kings College

London "Persistence, Hard Work, and Determination - My journey as An International Female Academic" Kemi Ogunyemi, Lagos Business School, Nigeria Rachel Stalker LJMU & Susan Jones, George Washington University US Konstantina Skritsovali LJMU "Gamification in responsible management education" Alison Lui LJMU "Leadership in promoting financial inclusion and literacy through the EMMA campaign in Nigeria" Cynthia Akwei LJMU "The Impact of Diversity in Leadership" Hannah Baumeister LJMU "Drawing on Forced Marriage"

The symposium will: Use striking imagery to showcase our impacts and how these impacts were achieved in short 'lightning talks' Use the LJMU readership and professorship criteria to explore pathways and focus time on writing your application!

Women Symposium

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

Required Research Reporting

A significant contribution to the academic discourse on climate change

LJMU has actively contributed to the academic discourse on climate change by producing 500 academic publications using specific search terms in Scopus from 2018 to 2023. In the context of SDG 13 - Climate Action, there are 157 publications addressing this specific goal based on SciVal data from 2020 to October 2023. Moreover, LJMU has demonstrated its commitment to sustainability by authoring publications related to this theme using the search term "sustainability" in Scopus from 2020 to 2023. It's also important to highlight LJMU researchers' high level of engagement in international collaborations, with over 80% of outputs involving such partnerships, which exceeds the LJMU benchmark of approximately 70%. LBS has particularly excelled in research related to SDG 13, with 50 scholarly outputs between 2020 and 2023, showcasing their significant contributions to this area. Overall, LJMU has published a total of 119 sustainability-related publications, with LBS averaging 29 sustainability publications between 2020 and 2023, indicating the university's strong commitment to sustainability research and contribution to the academic community.



The project aimed to review, map, and monitor how the UN Sustainable Development Goals (SDGs) were represented in the undergraduate curriculum of the business school. Its purpose was to assess the role of the Business School in creating social value for its students and the community through teaching and learning. Additionally, the project aimed to work with students as change agents to enhance teaching and learning experiences.

The Digi:Đổi Consortium

Funded by the British Council Vietnam, The Digi:Đổi Consortium is an innovative global network to deliver a future-proofed, scalable digital transformation hub in Vietnam underpinned by digital inclusion, wellbeing, and net-zero.



The Digi:Đổi Consortium is building a scalable digital transformation hub in Viet Nam, embedded with best practice strategies and toolkits to target gaps in national support for strategic and operational implementers in universities and to enrich policy maker guidance for transition. This project combats the imminent and increasing threats to the sustainable development challenges of the exponential growth of digital transformation by underpinning the digital transformation in Viet Nam with the quality assurance and enhancement drivers of digital inclusion, wellbeing and net zero.

Chapters

The Digi:Đổi Consortium

Valuing Cultural Heritage: Developing and interrogating methods and practices via a regional case study

Dr Ganga is leading/co-leading nearly £3 million worth of research and consultancy funded by UK Research Councils, NIHR, Portuguese Science and Technology Foundation, European Commission, and regional, national and international commissioning organisations

The project explores linkages between methodologies that measure why people value culture and heritage and economic techniques” and “defining and incorporating non-use values into social cost benefit analysis

Enhancing access to digital financial payment services for women and minority groups in urban- rural areas of Nigeria

Dr Alison Lui, Reader in Corporate and Financial Law, Associate Dean Global Engagement, has been the Principal Investigator of the research project “Enhancing access to digital financial payment services for women and minority groups in urban- rural areas of Nigeria”.

The research aimed to evaluate challenges faced by women and ethnic minorities in the FinTech sector, particularly mobile banking in the south-south, Niger-delta region. The findings revealed that while many participants use mobile phones, only half utilize them for banking due to security concerns, poor digital literacy, and internet connectivity issues.

To address these challenges, the team launched the EMMA (Electronic Money Matters) Campaign, offering booklets and in-person workshops on financial and digital literacy. The first workshop in June 2023 was successful, leading to additional funding. A second workshop in April 2024 focused on digital literacy. The EMMA campaign is making a significant impact on financial inclusion, contributing to UN Sustainable Development Goals (5) Gender equality; (8) Decent work and economic growth; (9): Industry, innovation and infrastructure and (10) Reduced inequalities.

Roma Education Aspiration Project (REAP)

Dr Patricia Joliffe and Dr Helen Collins received funding to work with the Gypsy Traveller Roma Showmen Boater (GTRSB).

Through their project they have built vital relationships with others in the Liverpool City Region including colleges, schools, others working with the GTRSB community as well as race relations co-ordinators in the city council. This trifecta approach, a unique collaboration that goes beyond partnership, embraces community, university and council and its inclusiveness will benefit stakeholders in the region more so than a traditional partnership. The project’s goals meet the university equality and diversity agenda, enhances employability and thus decent work, and improves the lives of GTRSB through education and employment, ultimately increasing health and wellbeing within the community. Most recently the work has culminated in LJMU becoming the first university in the North-west to sign the GTRSB into Higher Education Pledge.

Small Business Focus in the Region



LBS is proud to be a key stakeholder in an ecosystem supporting small business skills and expertise, benefiting entrepreneurial students and creating social and financial value. LBS has successfully influenced regional boards and partnered with organisations like Business in the Community, the National Centre for Entrepreneurship in Education and the Chartered Association of Business Schools. LBS uses engaged research techniques to identify needs, disseminate results through Chambers of Commerce, Business Clinics, policy discussions and symposia to enhance sustainable social and economic development.



Value of the Business Clinic activity 2020-2023

	20/21	21/22	22/23
Number of Students	225	290	416
Number of Projects	62	72	95
Hours of consultancy (based on 120hrs per student)	27,000	34,800	49,920
Value (based on a student rate of £20.00/hr)	£540,000	£696,000	£998,400
Investment in Business Mentor	£15,500	£18,000	£24,816
Total value	£555,500	£714,000	£1,023,216

Our regional influence through MKTPs, Business Clinics, alignment with Combined Authority priorities, work with scale-up organisations and links to the Commonwealth Association and Women's Organisation, led to an invitation to lead two major European Social Fund projects in 2021. These focused on enterprise and leadership skills for difficult-to-reach groups. LBS's focus on scaling small businesses, enterprise and leadership skills complements the institution-wide emphasis on start-up capability. In recognition of our tangible contribution, we are seeking Small Business Charter Accreditation, highlighting LBS's central role in civic leadership, enterprise, and growth.

FSM Impact and Pantry Use in the Liverpool City Region

Dr Jack Sugden has been working closely with the Fans Supporting Foodbanks movement to help them measure their impact and grow their influence as part of the '#Right to Food' campaign. His research interests lie sport, power and politics and his ongoing work around sport for social change and advocacy for reform in global sport governance.



MP Ian Byrne, who is also co-founder of FSF and leader of the 'Right to Food' campaign, said: *"This thorough research was carried out in a near-perfect manner with the integration of the team into the volunteers and communities over the period of 18 months, thus gaining the trust of the volunteers and pantry users. It was this model that I am certain has given us this ethical and invaluable data set to utilise moving forward. Dr Sugden's research will be important in taking forward strategy for tackling poverty in communities in the short term and along with the recent EFRA Select Committee report on Food Security which praised the mobile pantry model as one of*

the best it had seen, I believe findings strengthen this argument completely. From a campaigning and Parliamentary perspective, I will be utilising the data to build the arguments inside and outside of Westminster for a Right to Food into UK legislation and tackle hunger at its root cause"

LCR ENHANCE Project

Liverpool Business School (LBS) at Liverpool John Moores University managed and delivered the **LCR Enhance** project across the Liverpool City Region (LCR) until December 2023. The aim was to upskill people in leadership skills and management skills who fulfilled or who had the future potential to undertake higher-level management and leadership roles to improve productivity and growth across Halton, Knowsley, Liverpool, Sefton, St. Helens, and Wirral. Our leadership training course was especially geared towards under-represented groups such as women in management or leadership roles, people of colour, disabled people and those with learning difficulties, and/or those with autism or both.

Total project funding of approximately £1.4 million was part funded by the European Social Fund, as part of the 2014-2020 European Structural Investment Funds Growth Programme in England, under Investment Priority Axis 2.1 – Enhancing equal access to lifelong learning for all age groups and Liverpool John Moores University.

The Department for Work and Pensions (and in London, the intermediate body Greater London Authority) is the Managing Authority for the European Social Fund programme.

Established by the European Union, the European Social Fund helps local areas stimulate their economic development by investing in projects which support skills development, employment and job creation, social inclusion, and local community regenerations.

The project aimed at employees from micro-enterprises (1-9 employees) and from small and medium enterprises. (10 – 249 employees and turnover less than £43 million) as well as those individuals that are currently excluded (e.g. carers) from realising their management and leadership potential in the workplace.

MKTP 'Used Kitchen Exchange Ltd'

Used Kitchen Exchange (UKE) sells approved pre-owned and ex-display kitchens, making premium quality kitchens available to everyone. Since its establishment in 2015, the company has experienced exponential growth. By introducing the concept of buying and selling pre-owned kitchens, Used Kitchen Exchange reduced the environmental impact of the industry and saved 13,200 tonnes of carbon owing to the 2,200 kitchens repurposed to date.

Used Kitchen Exchange wanted to boost annual sales from £ 4 million to £50 million by 2025 and increase the carbon savings driven by the business from 4,000 tonnes to 70,000 tonnes. Working in partnership with LJMU's Faculty of Business & Law, a strategy was developed for

UKE to capitalise on the boom in new home furnishing markets while also creating best practices for sustainable business growth. This MKTP was awarded a £120,000 government grant to support expansion and further develop sustainable business practices.

Professor Claire Hannibal, Professor of Operational Management at Liverpool Business School, and Associate Dean of Research and Knowledge Exchange in the Faculty of Business and Law, says about the project; *"LJMU is delighted to be partnering with UKE on this innovative digital transformation project. Liverpool Business School has a wealth of expertise in scaling-up businesses, sustainability and process improvement, all of which will be crucial in realising the ambitious goals of UKE. The learning from this exciting partnership will be taken back into the classroom via our teaching portfolio and disseminated widely as part of our research and knowledge exchange strategy. We look forward to embarking on this transformative journey."*

Helen Lord, founder of Used Kitchen Exchange ([opens in a new tab](#)), said: *"We're thrilled to have been selected for the MKTP grant and equally delighted at the prospect of partnering with one of our local universities to reach our ambitious expansion goals. Through growth in awareness and business expansion, we are going to normalise the sale and purchase of pre-owned kitchens. It's a major opportunity because only 3% of kitchens are currently re-purposed. The benefits are enormous – it will bring cost effective kitchens to the marketplace, while driving massive environmental savings. It's a win-win for everyone. Let's change the way we think about kitchens!"*

Research Awards Program

Cheshire and Merseyside Social Value Award

LJMU is the first university to be recognised with a Cheshire and Merseyside Social Value Award in acknowledgement of the institution's dedication to creating social value across the region. The award celebrates LJMU as an 'anchor institution' with a university-wide effort contributing to impactful social value through projects and initiatives such as tackling period poverty by providing free menstrual products for students, staff and visitors on campus; supporting local communities through pro bono business, accounting and legal advice clinics; and partnerships with industry to find sustainable solutions to challenges such as climate change and supporting the adoption of innovative new technologies. The award application was driven by the Centre for Management Development and Innovation at LJMU, a partnership with Liverpool University Hospitals Foundation Trust (LUHFT), which combines academic rigour and real-world application to support the improvement of culture, processes, innovation and practice through the enhancement of management and leadership. Social Value Business works in partnership with the Cheshire and Merseyside Health and Social Care Partnership to administer the Cheshire and Merseyside Social Value Award. Richard Dickins, Managing Director at Social Value Business, said: "Congratulations to LJMU on this accomplishment. It's a testament to your dedication to social responsibility and sustainability". Lisa Knight, Head of

the Centre for Management Development and Innovation, said: "This award represents a milestone for LJMU; it affirms the institution's commitment to social value and supports our continued efforts to embed social value across all areas of our operational ethos. The award serves as a tangible acknowledgement of our efforts to integrate social, economic, and environmental considerations into decision-making processes, highlighting our role as a forward-thinking and socially responsible anchor institution within the Liverpool City Region."

About the Social Value Award The award focuses on the four main themes of social, economic, environmental and innovation impact and enables, supports, and recognises organisations that:

- Improve staff motivation, performance, productivity, health, and wellbeing
- Showcase the ethical and moral contribution that they make to local communities
- Maximise strengths and offer (buildings, knowledge, skills, resources) for the benefit of local communities
- Build connections and collaborations to achieve community outcomes and mutual benefit across sectors and organisations
- Enhance learning and leadership across the public, business, industry, voluntary, community, faith, and social enterprise sectors
- Maximise local investment and support the growth of the local economy
- Collaborate and work in partnership with complementary organisations to deliver enhanced services

Author

LJMU

Published Date

March, 2024

Degree Of Recognition

National

Media Name

<https://www.ljmu.ac.uk/-/media/files/ljmu/about-us/climate-action/ljmu-climate-action-plan.pdf>

Media Type

Website

Duration

n/a

[Supporting Links](#)

First place in the Alan Moon Memorial Prize

Dr. Jolliffe, Helen Collins, and Sue Barry won first place in the Alan Moon Memorial Prize for their paper titled "Building Bridging Social Capital in a Marginalized Community: A Trifecta Collaboration Between Higher Education, a GTRSB Community in the UK, and the City Council" at the University Forum for Human Resource Development Conference in Lisbon in June 2024.



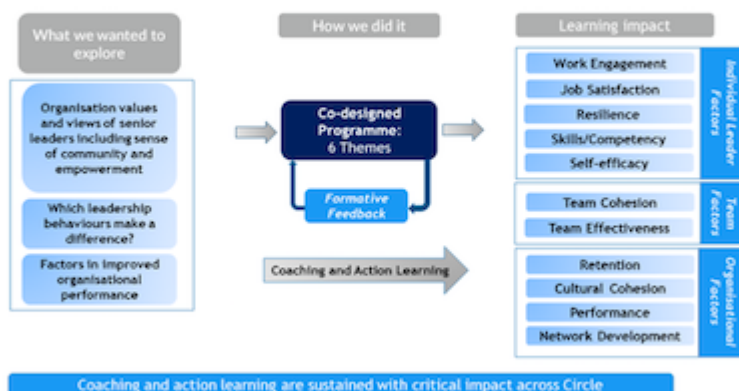
Partnership for growth “Towards Outstanding & Impactful L&D Partnerships”



Liverpool Business School and Circle Health Group won the globally prestigious Gold Award in the Leadership Development category from the European Foundation for Management Development (EFMD) in 2023. Excellence in practice, partnership and demonstrating impact were at the centre of our collaboration programme “Towards Outstanding”, now running its 18th

Cohort. The programme positively influenced individual, team and organisational performance including achieving organisational KPIs. Learning on the programme contributed to improved recruitment and retention by enhancing leaders' skills, engagement and sense of their value to the organisation. The programme also fostered better connections between leaders across hospitals, promoting knowledge exchange, social networks and collaboration.

Parallel evaluation and research



Leadership Development
Circle Health Group & Liverpool Business School at Liverpool John Moores University
"Senior leaders - Towards Outstanding"

Parallel evaluation and research indicated leaders experienced significant growth in self-efficacy, work engagement, increased satisfaction and resilience. Participants told us about enhanced confidence, improved people management skills and a stronger commitment to innovation and change through project work to drive performance. Participants valued the relevance, usefulness and safe learning environment provided by the programme.



Partner

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

Partnership Approaches for RME

Liverpool Business School partners with external stakeholders to advance responsible management education through 4 different approaches:

Knowledge Translation and Dissemination

In partnership with the Carbon Literacy Project

We have collaborated closely with The Carbon Literacy Project and have provided training for over 80 staff and students in the Faculty of Business & Law.

Date

February, 2023 - December, 2024

Location

Liverpool

Speakers

Alex Hope, Konstantina Skritsovali, Mollie Bryde-Evens, Amanda Mason, Sumeya, Ann Hindley

We have closely collaborated with The Carbon Literacy Project and have provided training for over 80 staff and students in the Faculty of Business & Law. Our goal is to ensure that all employees working for the business school are trained and certified by 2025.

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

Launch of Liverpool Centre for Olympic Research on Inclusion

LJMU is the first Olympic Research Centre to focus on inclusion

LJMU has launched the Liverpool Centre for Olympic Research on Inclusion (LCORI) this July ahead of the Paris 2024 Olympics.

The Olympic Research Centre in Liverpool is the first to focus exclusively on inclusion and joins a network of Olympic Study Centres across the globe.

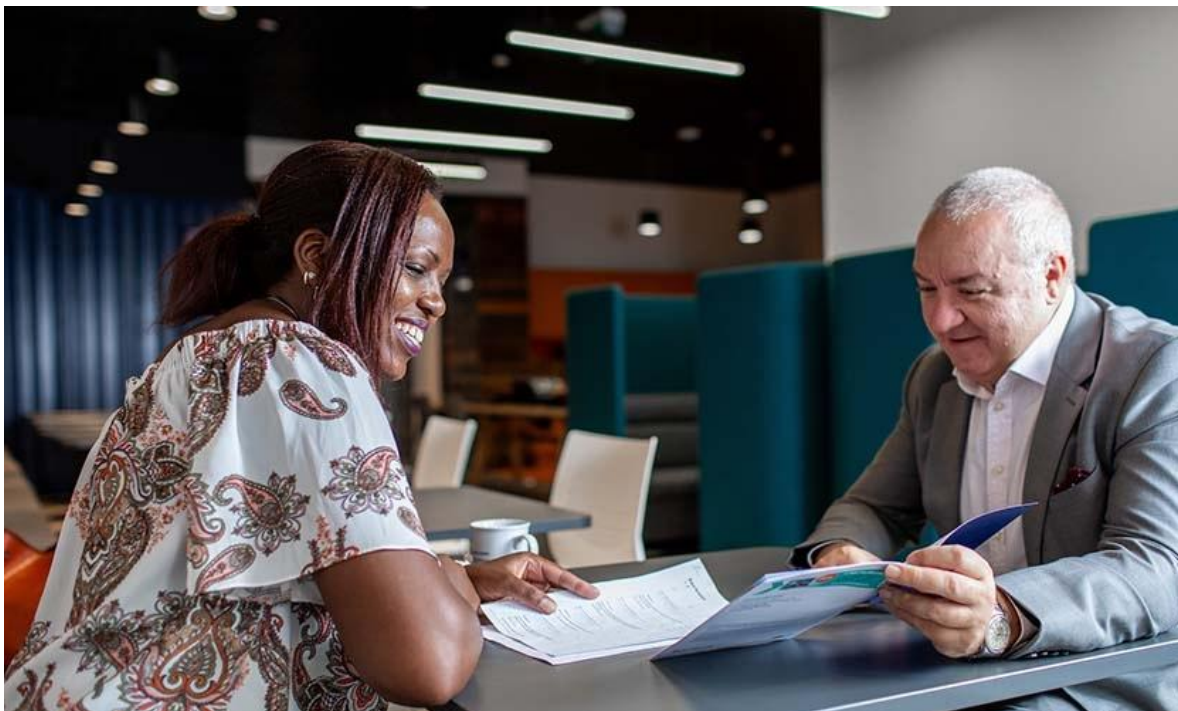


The centre's vision is to create a global community in which everyone is included and able to participate in society, regardless of their ability, gender, ethnicity or socio-economic background, and where change is encouraged and celebrated to deliver this inclusive global community. Its purpose will be to advance knowledge and practice related to inclusion and participation for all in events and the impact this may have on society.

Academic members from across LJMU's Liverpool Business School, School of Sport and Exercise Sciences and Public Health Institute will work with global partners to deliver real-life impact on projects that focus on The Olympic Games, sport and inclusion.

Dr Marcus Hansen, Director of the LCORI said: *"The launch of the Liverpool Centre for Olympic Research on Inclusion marks a significant milestone in our collective journey towards a more inclusive society. It's an exciting time for LJMU and everyone involved in our local and global community. LCORI is essentially a network for like-minded individuals, be they academics or not, who are interested in critically addressing the exclusionary nature of society. We seek to collaborate with and educate key stakeholders and raise awareness of the value of inclusion of marginalised members of society through sporting events and the Olympics. Today, so many people of different demographics, backgrounds etc, feel excluded from society for various reasons. Or feel they are unable to participate in society at an equal footing as others. As such it gives us a huge remit to try and address these challenges in society. Whether that's through educating our students, who represent the future, or working with industry, third sector and so on. And what's been really impressive is that whilst introducing LCORI to colleagues and industry, inclusion is a focus area that so many are interested in addressing."*

Accounting Clinic



The Accounting Clinic at LJMU is a pro-bono service offering registered UK charities (who fall under the £250,000 annual gross income threshold) their required annual independent examination.

Clinics are led by selected final year Accounting & Finance students who are supervised by LJMU academic staff who are qualified accountants.

Student advisors review the necessary charity accounts and can also outline any system enhancements. They are supervised by our qualified academics who are on hand to give advice, guidance and support.

We have nine fully qualified accountants that are full-time academics within the Liverpool Business School. Our academics review all completed documentation and sign-off the independent examination.

Collaborative Change Action

Team Beach clean, West Kirby Beach, in partnership with the Marine Conservation Society (MCS)

Dr Amanda Mason, organised a team beach clean in partnership with the Marine Conservation Society (MCS)

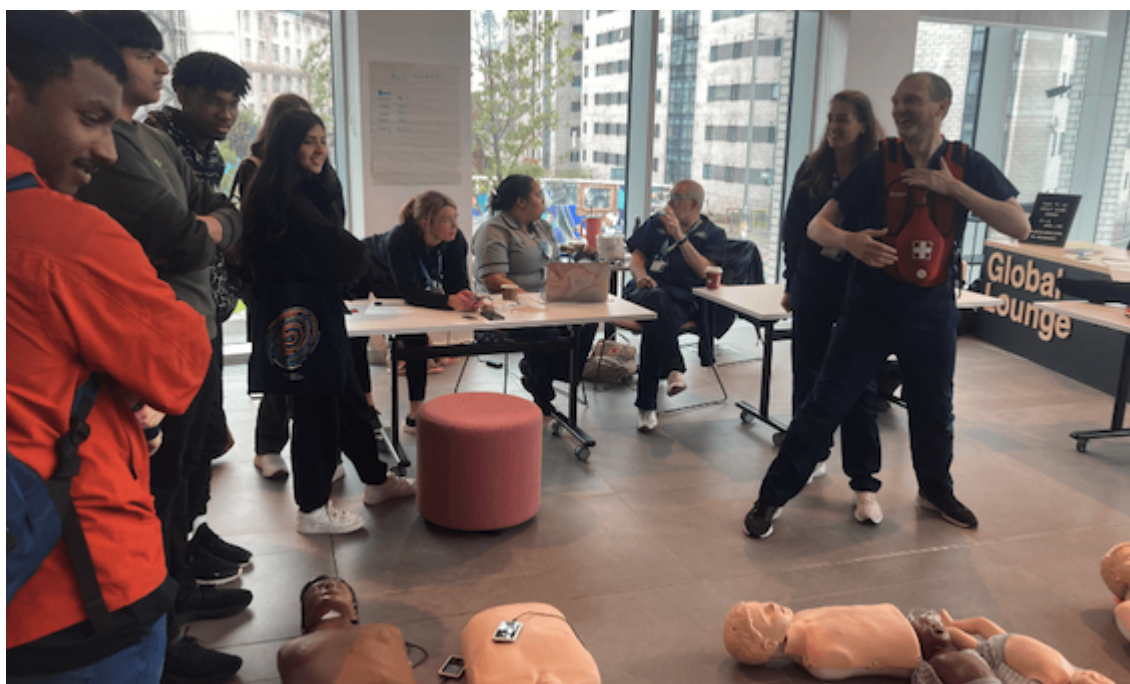


The event has been organized with the support of LBS PRME funding, ensuring alignment with the Sustainable Development Goals (SDGs) 14 (Life Below Water) and 15 (Life on Land). A total of 30 places have been made available for both staff and students to participate in this significant opportunity. Throughout the course of the day, the participants had the opportunity to engage in a series of activities that included a warm and informative briefing to set the tone for the day. This was followed by a beach clean-up and a data survey to contribute to the understanding of the marine environment. Additionally, participants engaged in extra team-building activities to foster a sense of camaraderie and collaboration. The day was wrapped up with a full debrief and follow-up, which encompassed a comprehensive data report compiled from the day's activities, ensuring that the participants had a clear understanding of their contributions to the cause.

Chapters

Team Beach clean_July 2024

Merseyside pupils experience working life at LJMU- Placements for 36 students from across 16 schools at LJMU



36 students from across 16 schools in Merseyside have taken part in work experience at Liverpool John Moores University over the summer. The students, aged 14 to 17 years old, have taken part in one- or two-week placements in a range of professional services and academic departments.

From placements in the Faculty of Health, where 28 pupils learnt how to perform venipuncture and CPR, to work experience at graduation with Corporate Communications, the 36 students worked across the university over June and July.

Arav, who is a 17-year-old Year 12 student, had a placement in the Faculty of Health, they said: "It was the best work experience I could ask for and I hope to attend this university in the future."

Two Year 10 work experience students from Childwall Sports and Science Academy, Evie and Erica said:

"It's been great to talk to the different people across the university. The placement has made us consider coming to university when we're older. I feel like we've gained confidence and have practiced interviewing people, at first it was nerve-racking as it's something we've never done before, but we really enjoyed it."

Placements were available in Student Recruitment, Marketing and Admissions, Corporate Communications, Student Advice and Wellbeing, Human Resources, Liverpool Business School, Faculty of Health and Library Services.

LJMU has around 2,500 staff working at the university. The placements were organised by the LJMU Diversity and Inclusion team, Outreach team and departments across the university to give pupils a real insight into the different careers available at a university and inspire

secondary school children to consider studying at university. 42% of the students who took part would be the first generation of their family to attend university if they decide to apply in the coming years.

I Belong

'I Belong' was an academic/professional services staff/student collaborative project that sought to *foster a sense of belonging in our various student groups; *showcase the critical role of professional services staff (often ignored and consigned to administrative duties only) as partners in innovative projects; *and go beyond the fleeting/temporary nature of EDI artefacts often utilised within university buildings.

Author

Mollie Bryde-Evens, Jessica Swainson

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Using the Gypsy, Traveller, Roma, Showmen and Boaters' (GTRSB) HE and Schools Pledge to increase Liverpool GTRSB into FE and HE.

Using the Gypsy, Traveller, Roma, Showmen and Boaters' (GTRSB) HE and Schools Pledge to increase Liverpool GTRSB into FE and HE. Led by Dr Helen Collins and Sheldon Chadwick. LJMU is one of the only universities in the North West to sign the GTRSB pledge. The university recently held an event on campus in June 2024 to invite over 200 attendees from the GTRSB community and experience what university life is like. The project has also reached out to schools/colleges across the district to create a database of where GTRSB students are studying and encourage the schools and colleges to sign up to the pledge.

Date

June, 2024 - June, 2024

Location

Liverpool John Moores University

Speakers

Richard O'Neill, Tricia Jolliffe, Helen Collins, Sheldon Chadwick

[Supporting Links](#)

Led by Dr Helen Collins and Sheldon Chadwick. LJMU is one of the only universities in the North West to sign the GTRSB pledge. The university recently held an event on campus in June 2024 to invite over 200 attendees from the GTRSB community and experience what university life is like.

17.6.24 GTRSB Order of Event Final

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Collaborative Problem Solving

Enterprise Hub Skills

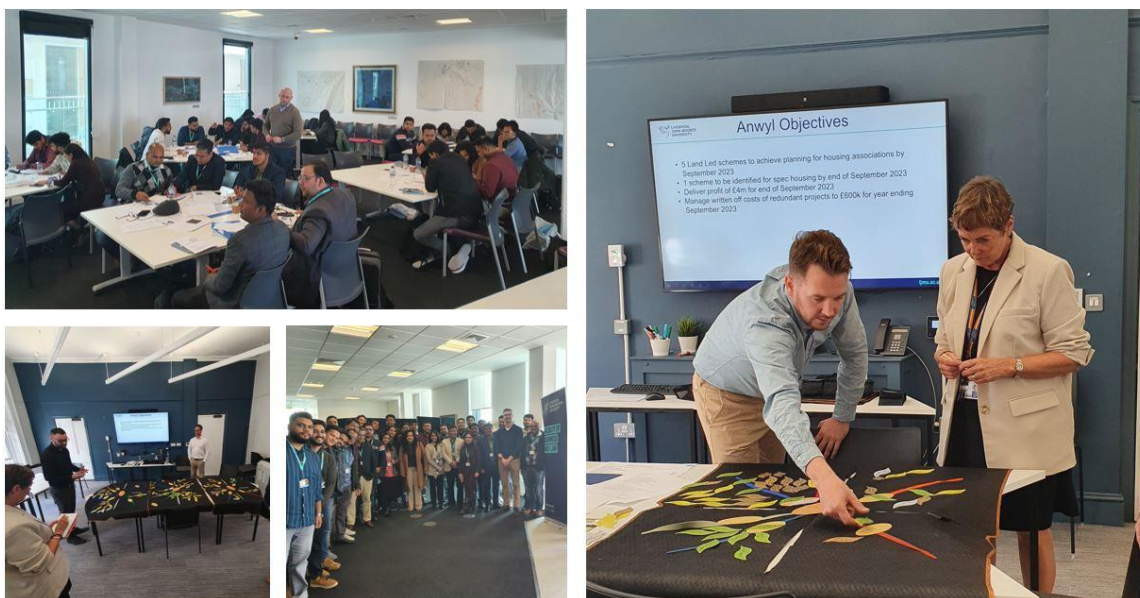
Enterprise Hub Skills aims to simplify access to enterprise training and development, building Liverpool City Region as a central hub for enterprise. Drawing together expert community organisations from across the region, Enterprise Hub Skills offers high-quality learning and development opportunities to build enterprise skills and economic pathways for individuals in the Liverpool City Region. Through strategic engagement, the partnership will ensure that residents, regardless of their background and circumstances, can access training and support to build an individual learning plan that assists enterprise development.

Enterprise Hub Skills is delivered through an innovative partnership approach, led and managed by The Women's Organisation. Liverpool John Moore University are proud to be offering support to individuals in the Liverpool City Region along with; Everton Development Trust; Granby Toxteth Development Trust; Make Liverpool; Merseyside Expanding Horizons; Citizens Advice Halton; and RAISE Ltd.

The partnership has been carefully selected to ensure a high quality of service is delivered across diverse communities, particularly focusing on accessibility for BAME communities, those with a disability or long-term health condition and those with socio-economic barriers.

mKTP Success Stories

Liverpool Business School has devised a unique framework approach to MKTPs, covering a wide range of areas we believe businesses will benefit from to increase effectiveness and productivity. Academic teams translate current best practice and cutting-edge research into the business. We create a series of work packages for each project, each run by subject specialists in order to share their expertise.



Anwyl Partnerships - Awarded 'Very Good'

The company

Part of Anwyl Group, Anwyl Construction Company Ltd is a house builder based in North Wales and a third-generation family-owned and managed business. They were winners of the fastest growing established business in Wales in 2019.

The Project

This mKTP project focused on a re-defining of the business model and transforming operations to build a resilient and digitalised company; one that can capitalise on growth opportunities and exploit new markets.



FCE Projects - Awarded 'Outstanding'

The company

FCE Projects is a leading contractor with a specific focus to provide civil engineering services to the electricity supply industry for their power networks. FCE Projects aims to achieve high standards of service for all their clients, and continuous improvement and innovation across all aspects of their operations.

The project

The MKTP identified new management processes and digital technologies that transformed the organisational resilience, delivered growth and made progress on its ambition to reach net zero by 2030.



Practice

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

RME Policy Implementation

Liverpool Business School has implemented 4 policies to support its commitment to responsible management education:

Buildings/real estate

LJMU earns environmental recognition

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

At an Estate level we passed the Silver Phase of the EcoCampus accreditation pathway to ISO140001 Environmental Management System (December 2023). We are currently working on the Gold Phase of this programme and will be combining it with an ISO50001 Energy Management System, we have an ambition of attaining Gold Phase accreditation during academic year 24/25.

LJMU Climate Action Plan 2022-20235

LJMU is committed to becoming net carbon zero by 2035. That is the key sustainability target set out in the LJMU Climate Action Plan. The plan is the first part of a four-phase approach and establishes our goals and priorities for the next 10 years and how we will measure our progress and success. The Climate Action Plan is made up of targets and performance indicators across five themes: leadership and governance; teaching; research; community engagement; and campus management.

Scope

We have set out our ambitious sustainability targets for the next decade in the LJMU Climate Action Plan. The plan is the first part of a four-phase approach and establishes our goals and priorities for the next 10 years and how we will measure our progress and success. The Climate Action Plan is made up of targets and performance indicators across five themes: leadership and governance; teaching; research; community engagement; and campus management.

Enforcement Date

January, 2022

Revision Date

January, 2025

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45

Publisher

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Media

<https://www.ljmu.ac.uk/-/media/files/ljmu/about-us/climate-action/ljmu-climate-action-plan.pdf>

climate-action-a5-booklet

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Policies on building/real estate

Biodiversity Policy

Scope

Liverpool John Moores University

Enforcement Date

August, 2024

Number Of Pages

4

Publisher

LJMU

Media

Policy

ECP6

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

Employee equity, diversity, inclusion

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

Scope

Liverpool John Moores University

Enforcement Date

August, 2021

Number Of Pages

23

Publisher

LJMU

Media

Policy

[Supporting Links](#)

41

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Student equity, diversity, inclusion

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

Scope

Liverpool John Moores University

Enforcement Date

August, 2021

Number Of Pages

23

Publisher

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Media

Policy

[Supporting Links](#)

41

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Greenhouse gas emissions

Policies on greenhouse gas emissions

Carbon Management Plan

Scope

Liverpool John Moores University

Enforcement Date

August, 2024

Number Of Pages

41

Publisher

LJMU

Media

Plan

262 - Carbon Management Plan 2024 - 2029

[View document](#)



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Institutional Aspiration Targets

Liverpool Business School has set aspiration targets in 2 different areas:

❖ Employee EDI 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, Liverpool Business School operates with the following approach:

Full Transparency Disclosure

Liverpool John Moores University awarded Athena Swan Silver

LJMU has received the Athena Swan Silver Award for its dedication to promoting gender equality. This makes LJMU one of only 30 universities in the UK to achieve silver, with just one university being recognized with the gold award by Advance HE. The Athena Swan Charter is a global framework to support and advance gender equality in higher education and research. Universities can apply for charter mark awards of bronze, silver, or gold. LJMU has been working towards achieving silver since being awarded the Athena Swan Bronze in 2014 and 2017. As part of the submission, LJMU shared a five-year action plan which demonstrates the university's commitment and ambition to make progress in gender equality. This plan includes increased resources and improved monitoring, facilitated by the University Athena Swan Self-Assessment Team and the Diversity and Inclusion Team.

In addition to the institutional silver award, LJMU currently holds five departmental awards, with several other departments working towards their respective awards. LJMU plans for 90% of its departments to apply for Athena Swan accreditation in the next five years and aims to achieve two further silver departmental applications by 2025 as part of its strategy.

LJMU ranks in top 60 UK universities for Sustainable Development Goals

Liverpool John Moores University has been ranked between 301st to 400th internationally in the Times Higher Education Impact Rankings for its commitment to the 17 United Nations Sustainable Development Goals.

In its first year participating in THE Impact Rankings, the university has been placed among the top 60 UK universities and the top six universities in the North West. This places LJMU alongside University of Manchester, Manchester Metropolitan University, University of Liverpool, UCLAN, and Lancaster University. The Times Higher Impact Rankings assessed 1963 universities worldwide, with Western Sydney University in Australia topping the rankings. The rankings evaluate universities based on the United Nations' Sustainable Development Goals, using key indicators to compare performance in research, stewardship, outreach, and teaching.

LJMU Climate Action Plan

LJMU Climate Action Plan

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