

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

School of Business, University of
Leicester

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



30 August 2024

To whom it may concern

The University of Leicester School of Business works with organisations of all forms and sizes, placing knowledge development and insight through collaboration and partnership at the heart of its work. Our 200+ strong academic team enjoys an international reputation for leading edge research in business across the fields of economics, entrepreneurship, finance, management, marketing, human resource and strategy. Our activities range from HR advice to social enterprise start-ups, providing training to national/global businesses, to advising international government on fiscal policy. In the UK government's 2021 Research Excellence Framework (REF) research evaluation exercise, 87% of the School's research was rated 'world-leading' or 'internationally excellent' with 99 eligible staff, giving the School a top 30 ranking on research power out of 108 institutions that entered the evaluation. ULSB is also a key source for business education and training to the regional business community through the government backed and bespoke executive education programmes.

The School's mission is: "Through inspirational business education and world-leading business research, we seek to change society for the better." Our mission emphasises our commitment to positive societal change which aligns with the goals of UN PRME. I believe business schools are best when they reach out to communities outside of themselves and make a positive societal difference. Within ULSB and the University of Leicester much of our work is doing this is captured within the Our Citizens strand of our strategy which is centred around ensuring that our people and relationships are inclusive, impactful, sustainable and influence positive change in our world. I personally lead on this element of the strategy for the University and I see it as core to the University's and School's mission.

The work of the School, as detailed in our strategy, is aligned with the UN SDGs. For SDGs 12 and 14 we have recently launched a new research centre within the University on Sustainable Organisations and are actively involved in the LCAN project to support SMEs in achieving net zero. This research centre, along with the work of the avoidable deaths network, are also at the heart of our commitment to Good Health and Wellbeing in SDG 3. For SDGs 7 and 8 we are heavily involved in supporting innovation and business through our commitment to various programmes including Help to Grow, Growth accelerator for Social Entrepreneurs and the University Entrepreneur in Residence. For SDG 10 we actively work to reduce inequalities through internal work e.g. ULSB Black Excellence but also externally e.g. The Aspiring Entrepreneurs with Disability Development Programme, partnerships with Ukrainian universities and our Sanctuary Scholarships for students in need. Specifically in the area of Gender Equality, SDG 5, we have recently achieved Athena Swan Bronze and are working to submit for Silver in the future. The School EDI committee leads on this work and challenges processes and behaviours to support our development. Quality Education, SDG 4, is also very important to us and runs through much of our work including the Citizens of Change strategic area.

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This is a particularly exciting time for ULSB. A restructure in the University has led to us becoming a College, alongside the Colleges of Life Sciences, Science and Engineering and Social Science Arts and Humanities. This change means that ULSB, through its leadership and staff, will have a greater influence on University strategy and operations and so be able to have a greater positive impact in line with our mission and the Sustainable Development Goals. As part of this restructure we are taking the opportunity to increase the importance of sustainability within our governance structure with the creation of a new Director of Sustainability who will report directly to the Pro Vice-Chancellor and Head of College. This will help to ensure our commitment to the UN PRME are considered in all major strategic decisions.

Yours faithfully

A handwritten signature in black ink, appearing to read 'D. Ladley'.

Professor Dan Ladley
Pro Vice-Chancellor, Head of College and Executive Dean

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Institutional Mission, Vision, and Strategy

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

Mission and Vision

Our mission Through inspirational business education and world-leading business research, we seek to change society for the better. Our vision From the world to Leicester, and from Leicester to the world, we are an inclusive business education and research community creating impactful Citizens of Change.

Relevant Stakeholders

All

Purpose

Education

[Supporting Links](#)



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 Business, University of Leicester, 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 Business, University of Leicester are responsible for RME:

- ❖ The entity responsible for RME and sustainability on behalf of the University of Leicester School of Business is the Sustainability Committee which is part of the Business and Civic Engagement.



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 Business, University of Leicester integrates responsible management education into its degree programs through 3 different approaches:

Guest Speakers and Showcase Events

Professor-Discretionary Course Topics

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 Business, University of Leicester incorporates responsible management education into its research endeavors through 3 different methods:

Regular Research Seminars

Examples of responsibility-related regular research seminars

A Prioritisation Guide for more sustainable manufacturing processes

Date

December, 2023 - December, 2023

Location

On campus and online

Speakers

Marco Franchino and Cansu Kandemir

On the 13th December the Supply Chain Operations Management and Strategy (SOMS) research group arranged the event "Prioritisation Guide for more sustainable manufacturing processes" hosting Marco Franchino and Cansu Kandemir from the University of Sheffield Advanced Manufacturing Research Centre

Required Research Reporting

Dedicated Research Funding



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 Business, University of Leicester partners with external stakeholders to advance responsible management education through 4 different approaches:

Collaborative Change Action

External Community Dialogue

Collaborative Problem Solving

Knowledge Translation and Dissemination



Practice

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

RME Policy Implementation

School of Business, University of Leicester has implemented 7 policies to support its commitment to responsible management education:

Greenhouse gas emissions

Carbon Management Plan

This plan sets out the University's carbon reduction hierarchy and strategy.

We recognise that the Earth faces a climate emergency and the best way to limit the damage caused is to reduce our direct greenhouse gas emissions as soon as possible through a combination of building design, technology and behaviour change, so we move away from using fossil fuels and increase our energy efficiency. This Carbon Management Plan set outs a vision to both ensure that we are developing the environmental management of our estate to be as efficient and environmentally responsible as possible, and embedding the wider sustainability-related values through the University through our curriculum, research practice, community outreach and day to day behaviours.

Carbon Management Plan

Carbon Management Plan

Scope

University of Leicester

Enforcement Date

January, 2016

Revision Date

March, 2023

Number Of Pages

39

Publisher

University of Leicester

Media

<https://le.ac.uk/sustainability>

UoL Carbon Management Plan - 2019 -2020
(6)

View document  Download document 

Divestment Policy

As of January 2020 we are pleased to state that, as part of our Climate Strategy, we have directly divested from fossil fuels in the management of our endowed funds.

We have directly divested from all fossil fuels. This specific climate-related screen complements the broader ethical screen meaning that the University also doesn't have direct investments in tobacco, gaming, pornography and armaments.

Divestment Policy

As of January 2020 we are pleased to state that, as part of our Climate Strategy, we have directly divested from fossil fuels in the management of our endowed funds.

Scope

University of Leicester

Enforcement Date

July, 2024

Revision Date

July, 2025

Number Of Pages

1

Publisher

University of Leicester

Media

<https://le.ac.uk/about/making-a-difference/climate-change/divestment>

Water

University Water Safety Plans

These plans detail water safety measures at the University.

We are committed to reducing our resource consumption and re-using resources whenever possible, incorporating circular economy principles. 'Responsible Consumption' is one of the 5 themes of the sustainability activity at the University of Leicester. When it comes to water, our Water Safety Plan is an indication of our commitment to responsible water management.

Water safety plans

These plans detail water safety measures at the University.

Scope

University of Leicester

Enforcement Date

May, 2024

Revision Date

May, 2025

Number Of Pages

40

Publisher

University of Leicester

Media

<https://le.ac.uk/policies/estates-and-campus/contractors/project-management/design-guides>

ECS Water Safety Plan Book 1 of 3 General
Considerations

View document  Download document 

Policies on water

These plans detail water safety measures at the University

Scope

University of Leicester

Enforcement Date

May, 2024

Revision Date

May, 2025

Number Of Pages

86

Publisher

University of Leicester

Media

<https://le.ac.uk/policies/estates-and-campus/contractors/project-management/design-guides>

ECS Water Safety Plan Book 2 of 3
Processes and Procedures

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Policies on water

These plans detail water safety measures at the University

Scope

University of Leicester

Enforcement Date

May, 2024

Revision Date

May, 2025

Number Of Pages

35

Publisher

University of Leicester

Media

<https://le.ac.uk/policies/estates-and-campus/contractors/project-management/design-guides>

ECS Water Safety Plan Book 3 of 3 Design
Installation and Commissioning

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Travel

University Travel Policy

This policy sets out the Universities commitments and actions towards management of travel.

Our approach to commuting and business travel is to provide infrastructure and procedures that enable staff and students to follow the travel hierarchy. The purpose of this policy is to enable individuals and groups to arrange business, educational or research related travel, whilst ensuring the University is able to meet its health and safety obligations, financial regulations and environmental sustainability targets.

Travel Plan

This plan sets out the Universities commitments and actions towards management of travel between 2021 - 2025.

Our approach to commuting and business travel is to provide infrastructure and procedures that enable staff and students to follow the travel hierarchy. A University Travel Plan takes a set of best-practice and locally specific initiatives to create a package of measures that an employer can introduce to make it easier for their staff, students, and visitors to choose more sustainable ways to get to a particular site. A good travel plan should not be anti-car, rather it should be pro-choice: encouraging all site users to consider how they will travel for their next journey rather than just resorting to habit. We have committed to reviewing the provision of facilities on campus that encourage and enable travel by low carbon, healthy modes, such as walking and cycling, with reference to the minimum cycle parking standards issued by Leicester City Council.

Travel Plan

University Travel Plan

Scope

University of Leicester

Enforcement Date

January, 2021

Revision Date

May, 2021

Number Of Pages

44

Publisher

University of Leicester

Media

<https://le.ac.uk/sustainability>

Phase 3 Travel Plan (4)

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Travel Policy

University Travel Policy

Scope

University of Leicester

Enforcement Date

July, 2024

Revision Date

July, 2024

Number Of Pages

9

Publisher

University of Leicester

Media

<https://le.ac.uk/sustainability>

Appendix 1 - University Travel Policy (1)

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Buildings/real estate

Design Guides for contractors and project managers

These documents provide guidelines for sustainable and inclusive building designs.

Our approach to sustainable buildings at the University is to reduce the size and increase the efficiency of our estate and commit to biodiversity net gain. In general terms, the following approach should be adopted to reduce CO2 emissions: reduce the demand for energy in the building (demand minimisation) and reduce the carbon content of the fuel used to provide that energy. We are committed to utilise BREEAM scheme to support this.

Waste management

These policies detail waste management measures at the University.

The University is committed to reducing its negative environmental impacts by ensuring that the

waste produced as a result of its activities are disposed in accordance with legislative requirements

and under guidance from the nationally recognised Waste Hierarchy. The University will apply the 'waste hierarchical approach' to prevent, re-use, recycle and recover waste in preference to the disposal of waste to landfill or incineration where energy recovery is not

viable.

Biodiversity design guides for contractors and project managers

These documents provide guidelines for sustainable and inclusive building designs.

Scope

University of Leicester

Enforcement Date

July, 2024

Revision Date

July, 2025

Number Of Pages

13

Publisher

University of Leicester

Media

<https://le.ac.uk/policies/estates-and-campus/contractors/project-management/design-guides>

SI10-Biodiversity Design Guide (3)

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Low energy design guide for contractors and project managers

These documents provide guidelines for sustainable and inclusive building designs.

Scope

University of Leicester

Enforcement Date

July, 2024

Revision Date

July, 2025

Number Of Pages

5

Publisher

University of Leicester

Media

<https://le.ac.uk/policies/estates-and-campus/contractors/project-management/design-guides>

GD01 Low Energy Design (4)

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

BREEAM design guides for contractors and project managers

This documents provide guidelines for sustainable and inclusive building designs.

Scope

University of Leicester

Enforcement Date

July, 2024

Revision Date

July, 2025

Number Of Pages

2

Publisher

University of Leicester

Media

<https://le.ac.uk/policies/estates-and-campus/contractors/project-management/design-guides>

GD02 BREEAM (2)

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

Sustainable design planning guide for contractors and project managers

These documents provide guidelines for sustainable and inclusive building designs.

Scope

University of Leicester

Enforcement Date

July, 2024

Revision Date

July, 2025

Number Of Pages

3


Publisher


University of Leicester

Media

<https://le.ac.uk/policies/estates-and-campus/contractors/project-management/design-guides>

GD03 Sustainable Design Planning (3)

View document 

Download document 

LZC and renewable technologies design guide for contractors and project managers

These documents provide guidelines for sustainable and inclusive building designs.

Scope

University of Leicester

Enforcement Date

July, 2024

Revision Date

July, 2025

Number Of Pages

6

Publisher


University of Leicester

Media

<https://le.ac.uk/policies/estates-and-campus/contractors/project-management/design-guides>

GD04 LZC Renewable Technologies (1)

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Waste management policy

These policies detail waste management measures at the University.

Scope

University of Leicester

Enforcement Date

December, 2018

Revision Date

December, 2025

Number Of Pages

3

Publisher

University of Leicester

Media

<https://le.ac.uk/sustainability>

WASTE MANAGEMENT POLICY 2018 (11)

[View document](#)

[Download document](#)

Hazardous waste policy

These policies detail waste management measures at the University.

Scope

University of Leicester

Enforcement Date

January, 2020

Revision Date

December, 2023

Number Of Pages

7

Publisher

University of Leicester

Media

<https://le.ac.uk/sustainability>

Hazardous Waste Policy (8)

[View document](#)

[Download document](#)

Employee equity, diversity, inclusion

University EDI Strategy 2023-2028

This document outlines the vision and direction that underpin the EDI Strategy of the University. This encompasses both students and staff and is accompanied by a comprehensive 5-year delivery plan

Scope

Equality, Diversity and Inclusion in the workplace - HR

Enforcement Date

January, 2023

Number Of Pages

7

Publisher

University of Leicester

Media

Website

[Supporting Links](#)

edi-strategy

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Student equity, diversity, inclusion

University EDI Strategy 2023 - 2028

This document outlines the vision and direction that underpin the EDI Strategy of the University. This encompasses both students and staff and is accompanied by a comprehensive 5-year delivery plan

Scope

Equality, Diversity and Inclusion in the workplace - HR

Enforcement Date

January, 2023

Number Of Pages

7

Publisher


University of Leicester


Media

Website

[Supporting Links](#)

edi-strategy

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Sustainable food policy

Sustainable Food Policy

A Sustainability Plan is a required infrastructure component of Leicester Services Partnership

Scope

University of Leicester

Enforcement Date

August, 2018

Revision Date

August, 2025

Number Of Pages

3


Publisher


University of Leicester

Media

<https://www.yourlsp.com/ethical-catering/>

Sustainable-Food-Policy-2023-2024-1 (1)

View document 

Download document 

Sustainable Food Policy

A Sustainability Plan is a required infrastructure component of Leicester Services Partnership

Aligning our sustainable values with those of the University of Leicester, we are continuously working with the University's Environmental Management Working Group, Waste Management Team, Academics and Students on ways to minimise negative environmental impact and taking a leap into a single-use plastic free world, by implementing changes, that are based on research and make a positive impact now and for the future.

Institutional Aspiration Targets

School of Business, University of Leicester has set aspiration targets in 6 different areas:

- ❖ Travel Reduction Targets
- ❖ Water Conservation Targets
- ❖ Internal Transportation Targets
- ❖ GHG Emission Targets
- ❖ Employee EDI Targets
- ❖ Student 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, School of Business, University of Leicester operates with the following approach:

Full Transparency Disclosure

Disclosure of RME performance

The School disclose its RME performance on teaching and research through the UN PRME reports published on the PRME website and through the university website. RME related policies on issues concerning water, energy and EDI, instead, are available on the university website and on internal channels (See Practice section). The School mostly reports on successes as well as on targets and aspirations.

Author

University of Leicester - ULSB

Published Date

July, 2024

Degree Of Recognition

International

Media Name

University website; PRME website

Media Type

Website

Duration

/

[Supporting Links](#)

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