

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

Swansea University School of
Management

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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

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



Cyfadrn y Dyniaethau a'r Gwyddorau Cymdeithasol
Faculty of Humanities and Social Sciences

Letter of Commitment from the Executive Dean Pro-Vice Chancellor of the Faculty of Humanities & Social Sciences

It is my pleasure to introduce Swansea University School of Management's second Sharing Information on Progress report for the United Nations Principles of Responsible Management Education initiative (UN PRME). As a university we have made significant progress with our sustainability agenda in teaching, research and our operational activities. This is evident through our current 8th place ranking in the People and Planet University League. In our strategic plan we outline our commitment to aligning core areas of business to the United National Sustainable Development Goals and make clear our ambition to be at the forefront of social and environmental responsibility by being a carbon zero University by 2035 (Scope 1 and 2).

The Faculty of Humanities and Social Sciences (FHSS) and the School of Management at Swansea University has responsible management education at its heart. The work of the school is aligned with our institutional commitments to make a difference, be socially responsible and to maintain a global outlook. Through teaching, research and partnership with business across the Swansea region and beyond, we drive forwards sustainable development and maintain a focus on the grand challenges facing society. As such, it is the number one strategic priority of the school to be a 'Sustainable School of Management'.

I am therefore delighted to confirm our commitment to and the continued support of UN PRME.



Professor Ryan Murphy
Executive Dean Pro-Vice Chancellor
Faculty of Humanities and Social Sciences
Swansea University

Institutional Mission, Vision, and Strategy

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

Swansea University School of Management Strategy 2021-2027

Relevant Stakeholders

Swansea University

Purpose

Education

Swansea University - School of Management
Strategy 2021-2027

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Swansea University Strategic Vision and Purpose

This Strategic Vision and Purpose document sets out our ambitions at Swansea University and what we stand for.

Relevant Stakeholders

Swansea University

Purpose

Strategic Vision and Purpose of Swansea University

[Supporting Links](#)

Swansea University - Our Strategic Vision and
Purpose

View document  Download document 



Values

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

RME Leadership Accountability

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

Formalized Senior Leadership Role

Accountability for RME in Swansea University Senior Leadership Team

Accountability for responsible management education (RME) is formalised in the Swansea University senior leadership team.

Accountability for responsible management education (RME) is formalised in the Swansea University senior leadership team. This includes the Pro-Vice-Chancellor of Education at the institutional level (Professor Deborah Youngs), the Executive Dean (Professor Ryan Murphy) and Education Lead (Professor Sarah Jones) at a faculty level, and the Dean (Professor Andrew Thomas) and Education Lead (Mr David Bolton) of the School of Management. Additional to the commitment from the senior leadership team is a formalised PRME lead for the School of Management (Dr Fern Davies), who is a member of the PRME South West and South Wales network.

That being said, RME is embedded in the Swansea University and School of Management strategy and is therefore a distributed responsibility in all core areas of business. The table of names and positions responsible for RME reflects this shared accountability and responsibility.

Organizational Structure for RME

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

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



Teach

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

RME Elements in Degree Programs

Swansea University School of Management integrates responsible management education into its degree programs through 6 different approaches:

Guest Speakers and Showcase Events

Professor-Discretionary Course Topics

Swansea University School of Management - Examples of Responsible Management Topics in Courses

Swansea University School of Management have embedded responsible management and SDG related topics across all programmes and departments. The attached table maps the modules, topics and SDGs integrated into our curriculum across the business, accounting and finance, and economics departments.

Department

Business, Accounting and Finance, Economics

Learning Object Subject

SDG and responsibility related subjects

Educational Level

All levels (UG and PG)

Learning Outcome

This object provides an overview of all modules including SDG and responsibility related topics. Specific examples will also be included to indicate the learning outcomes.

Interactivity Type

Various

Learning Object Description

The following table provides an overview of all modules in the business, accounting and finance, and economics departments that include SDG and responsibility related topics in their module description or learning outcomes. In total, 127 modules include these topics with 95 modules in the business department, 16 in accounting and finance and 16 economics.

Swansea University School of Management
UN PRME Related Modules

View document  Download document 

Swansea University School of Management - Examples of Responsible Management Topics in Courses

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Swansea University School of Management
UN PRME Related Modules

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

Swansea University School of Management Undergraduate Business Course – Sustainability and Environmental Management

The module 'Sustainability and Environmental Management' is an example of an undergraduate business module that includes RME syllabus and learning goals.

Department

Business

Learning Object Subject

Sustainability and Environmental Management

Educational Level

Undergraduate Level 6

Learning Outcome

1. Explain and appraise sustainability frameworks 2. Analyse sustainability strategies for business 3. Critically evaluate environmental and sustainable management problems/solutions 4. Reflect critically about their roles and identities as citizens, consumers and environmental actors in a complex, interconnected world

Interactivity Type

Learning content

Learning Object Description

The sustainability and environmental management module studies the drivers and opportunities for businesses to improve their environmental performance. A broad range of environmental management issues are examined, from both the viewpoint of the current status and future development.

[Supporting Links](#)

MN-3522 Sustainability and Environmental
Management

View document  Download document 

Swansea University School of Management Undergraduate Business Course – Sustainable Tourism

The module 'Sustainable Tourism' is an example of an undergraduate module that includes RME in the syllabus and learning goals.

Department

Business

Learning Object Subject

Sustainable Tourism

Educational Level

Undergraduate Level 6

Learning Outcome

1. Critically discuss the core principles of sustainable development 2. Identify and critically evaluate the environmental, social and economic impacts of different forms of tourism 3. Critically analyse the conceptual basis of sustainable tourism 4. Make a critical assessment of the practical application of sustainable tourism tools, plans and strategies 5. Identify good practice in sustainable tourism management

Interactivity Type

Learning content

Learning Object Description

This module identifies the core principles of sustainable development and examines how they can be put into practice with the aim of making various tourism types and destinations more sustainable. This will involve an in-depth evaluation of good practice on the part of the tourism industry, governments and host communities, non-government organisations and tourists. Environmental, economic and cultural aspects of sustainability will be considered. A practical focus will be adopted through the use of international case studies and classroom-based exercises. There will also be two field visits to observe sustainable tourism in action.

MN-3056 Sustainable Tourism

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

Swansea University School of Management Postgraduate Business Course – Corporate Social Responsibility and Ethics

The module 'Corporate Social Responsibility and Ethics' is an example of a postgraduate business module that includes RME in the syllabus and learning goals.

Department

Business

Learning Object Subject

Corporate Social Responsibility and Ethics

Educational Level

Postgraduate Level 7

Learning Outcome

1. Critically evaluate the moral and strategic imperatives for CSR 2. Demonstrate an in-depth understanding of the origins and development of CSR theory 3. Be able to critically understand the impact of CSR on organisational change. 4. Critically evaluate the implications of CSR for a range of organisational stakeholders

Interactivity Type

Learning content

Learning Object Description

This module critically evaluates the development of corporate social responsibility as a label that has commonly come to be applied to the way businesses and other organisations relate to society and the environment. The ethical foundations and implications of corporate social responsibility are specifically explored as part of a wider evaluation of the part that corporate social responsibility now plays in organisational activities.

MN-M607 Corporate Social Responsibility
and Ethics

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

Swansea University School of Management Undergraduate Accounting and Finance Course – Sustainable Investing

The module 'Sustainable Investing' is an example of an undergraduate accounting and finance module that includes RME in the syllabus and learning goals.

Department

Accounting and Finance

Learning Object Subject

Sustainable Investing

Educational Level

Postgraduate Level 6

Learning Outcome

1. Examine the principles and concepts underpinning sustainable investing and the role it plays in the broader financial landscape. 2. Critique different approaches to sustainable investing, including ESG integration, impact investing, and socially responsible investing. 3. Analyse investment opportunities and risks related to sustainability factors, such as climate change, resource scarcity, and social inequality. 4. Develop sustainable investment strategies and construct portfolios that align with specific sustainability goals and objectives. 5. Assess the performance of sustainable investments, considering both financial and non-financial metrics. 6. Critically evaluate the regulatory and ethical considerations associated with sustainable investing

Interactivity Type

Learning content

Learning Object Description

The sustainable investing module is designed to provide students with an in-depth understanding of the principles, strategies, and practices involved in sustainable and responsible investing. This module explores various approaches to sustainable investing, including Environmental, Social, and Governance (ESG) integration, impact investing, and socially responsible investing. This module aims to equip students with the knowledge and skills needed to make informed investment decisions that align with sustainability goals and contribute to positive social and environmental outcomes.

MN-3581 Sustainable Investing

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

Swansea University School of Management Postgraduate Accounting and Finance Course – Sustainable Finance and ESG Investing

The module 'Sustainable Finance and ESG Investing' is an example of a postgraduate accounting and finance module that includes RME in the syllabus and learning goals.

Department

Accounting and Finance

Learning Object Subject

Sustainable Finance and ESG Investing

Educational Level

Postgraduate Level 7

Learning Outcome

1. Critically evaluate the role of sustainable finance on delivering the required transition to meet the net zero commitments under the Paris Climate Change Agreement 2. Critically evaluate ESG data, the different approaches to ESG investing and their application to making sound, ethical investment decisions 3. Appraise the different methodologies of ESG data providers Construct and communicate complex ESG investment decisions 4. Explore the wider Sustainability context through United Nation Sustainable Development (SDGs) goals in leading public and private collaboration required for ESG transition

Interactivity Type

Learning content

Learning Object Description

Sustainable investing is a topic of increasing interest to the financial community. With global environmental and social challenges increasing, trillions of dollars are beginning to shift into investments which meet the challenges. This module provides students with the insight, knowledge and tools they will need to become an important part of this global shift in investing practice.

MN-M609 Sustainable Finance and ESG
Investing

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

Swansea University School of Management Undergraduate Economics Course – Environmental and Resource Economics

The module 'Environmental and Resource Economics' is an example of an undergraduate economics module that includes RME in the syllabus and learning goals.

Department

Economics

Learning Object Subject

Environmental and Resource Economics

Educational Level

Undergraduate Level 5

Learning Outcome

1. Understand the development of economic thought and the role that economics plays in environmental use
2. Have a fuller understanding of the nature of value and explore some of the key concepts that relate to the environment such as the tragedy of the commons, externalities and inter-generational equity
3. Appreciate the importance of economics in the formulation of environmental policy

Interactivity Type

Learning content

Learning Object Description

The module is designed to encourage awareness in the importance of the environment, both as an economic resource and a waste sink. The module will cover such issues as resource depletion and optimal exploitation as well as considering the nature of pollution. Students will be encouraged to develop an understanding to the economic causes of global warming and the latest suggestions on mitigation.

EC-2029 Environmental and Resource
Economics

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

Swansea University School of Management Postgraduate Economics Course – Developmental Economics

The module 'Developmental Economics' is an example of a postgraduate economics module that includes RME in the syllabus and learning goals.

Department

Economics

Learning Object Subject

Developmental Economics

Educational Level

Postgraduate Level 7

Learning Outcome

1. Explain and evaluate the development challenges faced by LDCs 2. Explain the importance of factors such as factor endowments, technological improvements, poverty and inequality reduction, human capital acquisition, environment protection, the roles of the State, the Market and civil society, international trade and finance, urbanization, and gender balance in the development process of low- and middle-income countries 3. Critically analyse existing development policies and contribute to their (re-)design

Interactivity Type

Learning content

Learning Object Description

This module has been designed to introduce students to the main theories of economic development in order to achieve an understanding of the interdependence of national economies and the specific problems and opportunities facing developing economies particularly with respect to poverty reduction, human capital acquisition, environment protection, the roles of the State, the Market, and civil society, international trade and finance, urbanization, and gender balance, and provide students with tools for the evaluation of development strategies.

EC-M569 Developmental Economics

View document  Download document 

Program-Level RME Integration

Swansea University School of Management - Description of Degree Programmes with RME Learning Outcomes and Assessment

Responsible management education is embedded in all degree programmes at Swansea University School of Management and across all levels of study as a cross-cutting theme. This means that it features in learning outcomes and assessment methods across all programmes, as evidenced in the module mapping and examples provided previously. This narrative provides a list of the degree programmes with RME embedded in their learning outcomes and assessment, to further evidence this.

Business Management

Undergraduate

[Business Management Undergraduate Courses - Swansea University](#)

- BSc Business Management (Business Analytics)
- BSc Business Management (Enterprise and Innovation)
- BSc Business Management (Finance)
- BSc Business Management (Human Resource Management)
- BSc Business Management (Marketing)
- BSc Business Management (Operations)

Postgraduate

[Business Management Postgraduate Taught Courses - Swansea University](#)

- MSc Management
- MSc Management (Artificial Intelligence)
- MSc Management (Business Analytics)
- MSc Management (Digital Business)
- MSc Management (Enterprise and Innovation)
- MSc Management (Finance)
- MSc Management (Human Resource Management)
- MSc Management (International Management)
- MSc Management (Marketing)
- MSc Management (Sustainable Business)

Example Programme (Business Management) – MSc Management (Sustainable Business)

The MSc Management (Sustainable Business) programme is designed for students who are interested in sustainability, corporate social responsibility, environmental management and climate change. The programme includes an exploration of these topics, as well as management in an interconnected global community and core management concepts such as managing financial resources, operations management, human resource management and

marketing management to provide a comprehensive understanding of dynamic business principles. The programme is accredited by the Chartered Management Institute (CMI) and promotes the highest standards in management and leadership excellence.

Tourism

Undergraduate

[Tourism Undergraduate Courses - Swansea University](#)

- BSc International Tourism Management

Postgraduate

[Tourism Postgraduate Taught Courses - Swansea University](#)

- MSc International Tourism Management

Example Programme (Tourism) – BSc International Tourism Management

As one of the largest and most rapidly growing industries in the world, tourism is influenced by and has considerable impact on a range of economic, political, technological, social, cultural and environmental factors. On this programme students delve into these issues in order to develop essential knowledge and transferrable skills to make an impact in this industry, both locally and across the world.

Students study marketing, management and impact, with real life cases that bring destinations to life. The programme involves the experience of destinations through a variety of field trips (e.g. Nepal), designed to help students to understand the complexities and requirements of managing a tourism destination or enterprise.

Marketing

Undergraduate

[Marketing Undergraduate Courses - Swansea University](#)

- BSc Marketing

Postgraduate

[Marketing Postgraduate Taught Courses - Swansea University](#)

- MSc Strategic Marketing

Example Programme (Marketing) – MSc Strategic Marketing

The MSc Strategic Marketing programme provides student with high-level marketing and strategy skills, with a critical understanding of current issues and challenges in and industry that is constantly evolving. Students gain a strong grounding in both the practical and theoretical aspects of contemporary marketing, including an in-depth understanding and appreciation of relevant ethical issues and social responsibility. This equips students with the skills and tools that allow them to play a valuable part in delivering a sustainable, inclusive and innovative future economy.

Human Resource Management

Postgraduate

[Human Resource Management Postgraduate Taught Courses - Swansea University](#)

- MSc Human Resource Management

Example Programme (HRM) – MSc Human Resource Management

The MSc Human Resource Management programme is accredited by the CMI and is designed for students who are interested in the human element of business management, from classical human resource management to areas such as leadership and managing human elements of business in a dynamic global context. Students learn about management in an interconnected global context and the curriculum includes a variety of RME topics such as ethics, inclusivity, diversity, social responsibility and wellbeing.

Executive Education

Postgraduate

[Executive Education at the School of Management - Swansea University](#)

- MSc Advanced Management (Health Innovation and Transformation)
- MSc Advanced Health and Care Management (Value-Based)
- MBA Business Administration

Example Programme (Executive Education) – MBA Business Administration

The MBA Business Administration Programme is aimed at those who want to make an impact on society and address the gap between practice and theory that can exist in management. Students are required to implement existing knowledge in a global context to overcome challenging scenarios and learn to navigate innovation and change whilst applying relevant theories and frameworks. The programme has a strong focus on creating sustainable value in the fields of technology management, operations management and marketing, with an opportunity to complete carbon literacy training.

Accounting and Finance

Undergraduate

[Accounting and Finance Undergraduate Courses - Swansea University](#)

- BSc Accounting
- BSc Accounting and Finance
- BSc Finance (Fintech)
- BSc Finance (Sustainability)

Postgraduate

[Accounting and Finance Postgraduate Taught Courses - Swansea University](#)

- MSc International Accounting and Finance
- MSc International Financial Management
- MSc International Banking and Finance
- MSc International Finance
- MSc Investment Management
- MSc Strategic Accounting
- MSc Financial Technology (FinTech)
- MSc Sustainable Finance

Example Programme (Accounting and Finance) - MSc Sustainable Finance

The MSc Sustainable Finance programme (recruiting for 24/25) provides students with an advanced awareness of climate change risks, the importance of good quality data on corporate sustainable activity and the different approaches to sustainable investing. The programme is set against the Paris Climate Agreement of 2015 which sets out a global framework to avoid climate change by limiting global warming to below 2 °C.

Sustainable finance is defined as investment decisions that account for the environment, social and governance (ESG) factors of an economic activity of project. Investing in businesses and projects with sustainable ESG practices is already on the rise, as is demand for finance professionals with expertise in a rapidly growing field. For sustainable financing to work it requires investors to have reliable information to base their decisions on. This is being met by new international reporting standards that require companies to account for and report on their sustainability. This programme will provide students with an awareness of the main issues relating to the global transition to net-zero greenhouse gas emissions as well as equipping them for employment in the fields of sustainability reporting and sustainable investing.

Economics

Undergraduate

[Economics Undergraduate Courses - Swansea University](#)

- BSc Economics
- BSc Economics and Business
- BSc Economics and Finance

Postgraduate

[Economics Postgraduate Taught Courses - Swansea University](#)

- MSc Economics
- MSc Economics and Finance

Example Programme (Economics) – BSc Economics and Business

The BSc Economics and Business combines core elements from both disciplines, providing a solid theoretic and practical understanding of economics principles in relation to business environments, as well as the analytical techniques employed in business decision-making and strategy. Responsible management education is integrated within this programme, with a variety of modules that include topics such as current issues, health economics, environmental and resource economics, economic development, economics of culture based development, energy economics and labour economics.

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

Swansea University School of Management Pedagogical Approach Involving RME

This narrative provides an overview of the pedagogical approach adopted by Swansea University School of Management. It indicates how RME is involved in the delivery of all degree programmes and examples of pedagogical innovation.

The School of Management's pedagogic approach is guided by the key themes of the [Swansea University Learning and Teaching Strategy 2019-2024](#) and the [Code of Practice for Learning, Teaching and Assessment](#). These provide a framework, principles, policy and guidance for inclusive pedagogy and have been informed by the guiding principles of QAA and our Academic Quality Services, Swansea Academy for Learning and Teaching, Swansea Academy for Inclusivity and Learner Success, and the Swansea Academy for Student Success. All departments at Swansea University are required to embed the following characteristics into their pedagogical approach:

- Inclusive Learning and Teaching
- Assessment and Feedback

- Research-led, Practice Driven Learning
- Technology Enhanced Learning
- Student Professional and Academic Development
- Student Opportunities

Learning and teaching is a core area of business for both the University and the School, as evidenced in the [Swansea University pillars](#) and the School of Management six strategic priorities:

- Priority One: A Sustainable School of Management
- Priority Two: Collaboration and Partnerships
- Priority Three: An Innovative and Agile Learning and Teaching Strategy
- Priority Four: A Research Strategy for Impact and Growth
- Priority Five: International Diversification
- Priority Six: Reputation, Recognition and Accreditations

As can be seen above, responsible management and innovative pedagogic design features throughout our strategic priorities. Each learning environment begins with a learner-centred pedagogy and our curriculum is designed to engage students and provide real-world knowledge and skills that are required for employment, as informed by the UNESCO ESD competencies.

In alignment with the [Swansea University Learning and Teaching Strategy 2019-2024](#), examples are provided to evidence the pedagogic approach of the School of Management:

- **Technology enhanced learning** is utilised in our pedagogic approach to enhance student experience and the embedding of RME. For example, the use of virtual reality, blended learning, online learning, active learning, flipped classroom and tools such as Padlet, Zoom and Menti to deliver programmes such as our executive education.
- **Assessment and feedback** is central to our pedagogic and RME approach. Examples of innovative assessment include real-world and problem-based assessment through capstone industry projects, reflection, group work, collaboration and case study approaches.
- A **research-led, practice driven** approach to teaching is adopted whereby our world-class research on topics such as sustainability, climate action, health and care, circular economy and CSR inform teaching. A variety of guest speakers, research talks, events and industry representatives are embedded in the delivery of our programmes and in

partnership with other faculties. For example, Heledd Morgan from the Commissioners Office of the Wellbeing of Future Generations Act (2015) was a guest speaker for students in 2023.

- **Student professional and academic development** is essential. Practical courses such as Carbon Literacy Training through EAUC and Manchester Metropolitan University are embedded in programmes and we have links with professional accrediting bodies such as Institute of Chartered Accountants in England and Wales (ICAEW), Association of Chartered Certified Accountants (ACCA), Chartered Institute of Management Accountants (CIMA), the Chartered Management Institute (CMI), the Chartered Institute of Marketing (CIM), AACSB and Small Business Charter.
- As a school we also embed **UNESCO competencies** such as self-awareness, critical thinking, systems thinking, collaboration and strategic thinking into our pedagogic approach to enhance the academic, personal and professional skills of our students.
- **Student opportunities** such as programmes with a year in industry or a year abroad, placements, internships and a dedicated student employability support team is essential to our pedagogical approach and to provide industry experience. This contributes to RME and provides students with real-world experience and skills to make an impact in business, industry and to society.

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

Swansea University Business Model and Educational Vision - Evidence of RME

This narrative provides a description of Swansea University's educational vision and how this informs our business model and integration of responsible management education.

Swansea University vision for Learning and Teaching

'The sharing of knowledge to nurture independent, critical thinking is fundamental to our purpose. It enables our students to be resilient in the face of global challenges and to adapt to the changing world of work. We celebrate our Welsh heritage and are proud to be part of a bilingual nation.'

Swansea University (School of Management) Educational Vision

The Swansea University strategy is guided by five pillars:

- Pillar One: Our civic mission
- **Pillar Two: Our student experience**
- **Pillar Three: Learning and teaching**
- Pillar Four: Research
- Pillar Five: Enterprise

Pillar three identifies 'Learning and Teaching' as a core area of business that is integral to Swansea University's business model and educational efforts. The values that underpin each of these pillars are articulated through four Swansea University commitments, as can be seen below. These commitments include 'Social and Environmental Responsibility' and 'Making a Difference'. The combination of the University pillars and the commitments indicates the prioritisation of responsible management throughout all core business activities, including educational efforts.

- **Commitment One: Social and environmental responsibility**
- Commitment Two: Striving for excellence
- **Commitment Three: Making a difference**
- Commitment Four: Maintaining a global outlook

To evidence this, the University has strong environmental and sustainability credentials that align closely to PRME and indicate the integration of RME. For example, we rank 8th out of 151 UK Universities in the [People and Planet League](#), 80th in the [QS World University Rankings](#) for Sustainability out of over 1400 institutions worldwide, 65th out of over 2000 universities for the most recent [Times Higher Education Impact Rankings 2023](#) and 17th out of UK universities. These rankings prove our institutional commitment and demonstrate our contribution to global sustainable development and the UN SDGs through our teaching and learning environment.

The business model, strategic vision, commitments and rankings identified above provides a supportive institutional context for the School of Management to pursue the principles of responsible management education.



Research

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

RME Elements in Research

Swansea University School of Management incorporates responsible management education into its research endeavors through 7 different methods:

Regular Research Seminars

Swansea University School of Management - Responsibility-Related Regular Research Seminars

The following table provides some examples of regular Swansea University School of Management responsibility related research seminars.

Date

January, 2022 - August, 2024

Location

Multiple locations (identified in the table)

Speakers

Various speakers (identified in the table)

Multiple events (identified in the table)

Swansea University School of Management -
Examples of Responsibility Related Regular
Research Seminars

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

Example - The Digital Future Seminar Series

Seminar series on the 'The Digital Future for Business and Society: Emerging Perspectives on the Metaverse'.

Date

January, 2023 - November, 2023

Location

Swansea University

Speakers

Multiple.

The seminar series on “The Digital Future for Business & Society: Emerging Perspectives on the Metaverse” presented various perspectives from a number of leading expert speakers to highlight the opportunities and challenges posed by the rapid emergence of the metaverse. The

seminar series offered a timely and thought-provoking insight to the metaverse, its impact on the future of business, management and societal factors impacted by the growth, direction and widespread adoption of this new immersive technology.

The Digital Future Seminar Series III
28.12.2022

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

Research Conferences

Swansea University School of Management - Responsibility-Related Conferences

The following table provides some examples of responsibility-related conferences that were organised, hosted or co-hosted by Swansea University.

Date

August, 2022 - August, 2024

Location

Multiple locations (identified in the table)

Speakers

Various speakers (identified in the table)

The following table provides examples of responsibility-related conferences that have been hosted or organised by Swansea University (School of Management).

Swansea University School of Management
Responsibility Conferences

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

Example - IEEE International Symposium on Technology and Society 2023

IEEE conference programme.

Date

September, 2023 - September, 2023

Location

Swansea University Bay Campus

Speakers

Various speakers.

The IEEE International Symposium on Technology and Society (ISTAS) is the flagship conference of the IEEE's Society on Social Implications of Technology (SSIT). ISTAS is a multi-disciplinary and interdisciplinary forum for engineers, policy makers, entrepreneurs, philosophers, researchers, social scientists, and technologists to collaborate, exchange experiences, and discuss the social implications of technology.

IEEE International Symposium on
Technology and Society 2023

View document  Download document 

Required Research Reporting

Swansea University School of Management - Reporting Responsibility-Related Research

This narrative identifies how responsibility and SDG related research is reported regularly at Swansea University School of Management. A table of evidence is also provided as an object with examples of responsibility-related research outputs from the School of Management between 2022 and 2024.

Swansea University School of Management staff members and postgraduate students are required to report all research publications to the [Swansea University Research Information System](#) (RIS). The RIS system is designed to be a single, central repository of published and ongoing research at the University. This means that as part of this formal process, all staff members are required to report their responsibility related research publications regularly. A table of evidence is provided of all the RIS outputs from the School of Management that align with responsibility or SDG related topics from the past two years.

PhD-Level RME Courses

Swansea University Postgraduate Training Framework and Themes

This object provides evidence of the postgraduate training themes and courses for PhD/DBA students at Swansea University that align with responsibility related topics.

Department

Swansea University

Learning Object Subject

Multiple subjects

Educational Level

Postgraduate Level 8 (PhD/DBA)

Learning Outcome

Learning outcomes are dependent on the course.

Interactivity Type

Training courses

Learning Object Description

The Swansea University postgraduate training programme encompasses formal training workshops delivered by internal and external experts, immersive opportunities that allow students to apply and reflect on their skills, as well as online resources that can be accessed on demand. The programme is underpinned by the Swansea University postgraduate training framework, consisting of 10 different themes, designed to support research and professional development. Many of these themes align with responsibility and the UNESCO competencies. For example, ethics, problem solving, leadership, working with others, impact, safety and integrity.

[Supporting Links](#)

PhD Level Courses with RME Learning Goals

This narrative provides an overview of PhD level courses that include responsible management education and related topics in the learning outcomes.

There are a variety of courses at Swansea University School of Management for Level 8 PhD and DBA students that include responsible management education in the module details and learning goals. Swansea University also provides mandatory training courses and optional training courses for all postgraduate students on topics such as ethics, data protection, leadership, safety and integrity. Moreover, the majority of PhD students at Swansea University are researching topics that align with responsibility and SDG related topics.

School of Management – PhD Level 8 Modules with RME Learning Goals

- [MN-8002 Introduction to Applied Doctoral Research](#) (Ethics)
- [MN-8003 The Theoretical and Practical Foundations for Doctoral Research](#) (Ethics)
- [MN-8004 Applied Doctoral Research Methodologies and Methods](#) (Ethics)
- [MN-8005 The Presentation and Analysis of Data](#) (Ethics, Reflexivity)
- [MN-8006 Developing Your Impact on Theory and Practice](#) (Ethics, Impact, Reflexivity)
- [MN-8007 Critical Synopsis and Reflection](#) (Ethics, Reflection, Environment, Socio-Economic Impact)

Swansea University Postgraduate Training and Development Programme

[Training and Development - Swansea University](#)

[Training Framework and Themes - Swansea University](#)

Mandatory Training Courses

- GDPR (data protection)
- Ethical Research

Optional Training Courses

- Managing Information and Data
- Resilience, Problem Solving and Personal Effectiveness
- Leadership and Working with Others
- Academic Writing
- Research Methods
- Safety, Integrity and Ethics
- Impact and Commercialisation
- Teaching and Demonstrating

Swansea University School of Management PhD Course - Critical Synopsis and Reflection

The module 'Critical Synopsis and Reflection' is an example of a PhD-level business module that includes RME in the syllabus and learning goals.

Department

Business

Learning Object Subject

Critical Synopsis and Reflection

Educational Level

Postgraduate Level 8 (PhD/DBA)

Learning Outcome

1. Make judgements upon the quality of their research and others' relevant to their research field
2. Critically reflect upon the effectiveness and limitations of their data collection and analysis
3. Reflect upon the impact that their chosen ontological and epistemological stance has had upon their research
4. Critically reflect upon the implications and consequences of their research findings
5. Interpret their research findings into the current socio-economic and environmental context
6. Evaluate the implications of the sometimes ambiguous or contradictory nature of research findings in complex social realities

Interactivity Type

Learning content

Learning Object Description

The culmination of any programme of doctoral study is the final review of, and reflection upon, the research undertaken. The aim of this module is to facilitate the doctoral candidate to critically examine their own work in order to be able to identify their novel contributions to knowledge, the limitations of their research and the new opportunities for research that they have uncovered. Doctoral candidates will work with lecturers and supervisors to integrate the work completed so far into a coherent argument and reflect on the individual, organisational and theoretical impact that has flowed from their work. To help articulate the individual impact, candidates will be introduced to structured models to aid the reflective process, such as Bassot's and Gibbs' Reflective Cycles.

MN-8007 Critical Synopsis and Reflection

[View document](#)

[Download document](#)

Dedicated Research Funding

Swansea University School of Management - Research Funding Related to Responsibility

This narrative identifies School of Management and Economics research funding and collaborative projects that are related to responsibility.

Research Funding

Monthly Research funding updates are provided for the Faculty of Humanities and Social Sciences (FHSS) at Swansea University. The update provides a summary of internal and external research funding and calls, with a label for each faculty research institute. Each institute aligns to a responsibility and SDG related topic (see below) such as climate action.

Cultures & Communities	Public Policy & Practice	Geo-political Challenges	Innovation & Entrepreneurship	Climate Action	NAIADES	Health & Wellbeing	LCRO

Evidence of Research Funding Opportunities

***CLOSING SOON* Researcher Challenges grants - women's resilience to climate change**

British Council



Closing date: 30th August 2024

Career stage: See call for details (partners in Iraq, Mexico, Morocco or Peru required)

Dyddiad cau: 30 Awst 2024

Cam gyrfa: Gweler y ddolen

***NEW* Discussion and networking events on digital mental health (series of networking events - not a funding call)**

Wellcome Trust



Closing date: 16th September 2024, 2nd October 2024, 29th October 2024

Career stage: See call for details

Dyddiad cau: 16 Medi 2024, 2 Hydref 2024, 29 Hydref 2024

Cam gyrfa: Gweler y ddolen

***NEW* DARE Flex Fund**

UKRI via the National Hub for Decarbonised, Adaptable, and Resilient Transport Infrastructures (DARE)



Topics in scope: (1) The Impact of Disruption on Business Models, (2) The Gamification of Climate Resilience and Mitigation and Resilience and (3) Adaptation Transferability Across Critical Infrastructures

Closing date: 20th September 2024

Career stage: See call for details

Springboard Grants with France and Germany

British Council



Closing date: 30th September 2024

Career stage: See call for details

Dyddiad cau: 30 Medi 2024

Cam gyrfa: Gweler y ddolen

***NEW* IAA Strategic Impact pathway (email attached)**

AHRC IAA



Closing date: 11th October 2024

Career stage: See call for details

Dyddiad cau: 11 Hydref 2024,

Cam gyrfa: Gweler y ddolen

IAA project and public engagement (email attached)

AHRC IAA



Closing date: 11th October 2024, 6th December 2024, 7th February 2025

Career stage: See call for details

Dyddiad cau: 11 Hydref 2024, 6 Rhagfyr 2024, 7 Chwefror 2025

Cam gyrfa: Gweler y ddolen

Taith Staff Mobility Grants (See attached)



Funded Research Projects

A brief summary of some major research projects is provided below and a table uploaded with examples of successful responsibility related research funding linked to School of Management staff members.

[Major embedded research projects - Swansea University](#)

- [Circular Economy Innovation Communities \(CEIC\)](#)
- [Bevan Commission](#)
- [AgorIP](#)
- [Wales Institute of Social and Economic Research and Data \(WISERD\)](#)
- [ACCELERATE](#)

Interdisciplinary Research and Collaboration

[Interdisciplinary research and collaboration - Swansea University](#)

Swansea University School of Management - Research Awards for Responsibility Related Research

A description of research funding awarded to or associated with Swansea University School of Management staff and awards for responsibility-related research.

Funded Research Projects

[Major embedded research projects - Swansea University](#)

- [Circular Economy Innovation Communities \(CEIC\)](#)
- [Bevan Commission](#)
- [AgorIP](#)
- [Wales Institute of Social and Economic Research and Data \(WISERD\)](#)
- [ACCELERATE](#)
- Intensive Learning Academies (ILAs) [MSc Advanced Health and Care Management - Yearbook 2023 \(flippingbook.com\)](#)

Interdisciplinary Research and Collaboration

[Interdisciplinary research and collaboration - Swansea University](#)

Responsibility and SDG Related Research Awards

- Dr Sam Burvill, Dr Robert Bowen and Ms Beth Cummings achieved the 'Best Article of 2022' for their paper 'A well being network approach to Covid-19 recovery: The approach of 4theRegion' in the Regions E-zine Magazine
- Dr Sam Burvill, Ms Beth Cummings and Dr Robert Bowen won the Alistar Anderson Early Career Researcher Award (2022) for their paper 'From entrepreneurial to purposeful ecosystems in Wales in a post covid era' at the International Small Business and Entrepreneurship Conference (ISBE)
- Dr Jennifer Rudd's project 'You and CO2' was used as a case study for the European Commission on combining sustainability and digital skills
- Dr Sarah Marks was awarded the Best Paper by an Early Career Researcher at the Institute of Small Business and Entrepreneurship Conference (2022) for paper 'Is it worth it? Women's Entrepreneurial Income and Business Exit'
- Dr Tegwen Malik, Dr Laurie Hughes, Professor Yogesh Dwivedi and Dr Sandra Dettmer were awarded the Best Research Paper Award (2024) at the I3E Conference in Brazil for the paper titled 'Exploring the Transformative Impact of Generative AI on Higher Education'

- Dr Denis Dennehy achieved the AIS Sandra Slaughter Service Award (2023), an international award that recognises longstanding members who have provided leadership within the Association for Information Systems (AIS)
- Dr Denis Dennehy achieved the Leadership Award (2022) from Middle East & North Africa (MENA) chapter of AIS
- PhD student Tim Morgan was awarded the Environmental Hero 2022 Award by Green Primary Care Wales for his research into key performance indicators for social and global responsibilities in primary care contractor optometry [PhD student receives a special award from Green Primary Care Wales - Swansea University](#)
- The CEIC Programme was shortlisted for the Swansea University Innovation Awards 2024 in the 'Innovation Thought Leader - Organisation' category

Breaking Binaries Research Training

Research Support - Breaking Binaries Research Methods Training

Additional support for PhD students in the form of research methods training.

Professor Katrina Pritchard and Dr Helen Williams have provided additional qualitative training sessions for staff and students through their Breaking Binaries research programme.

[Additional Research Methods Sessions and Resources – Breaking Binaries Research \(wordpress.com\)](#)

[Breaking Binaries Research Programme Website is Live – ISBE](#)



Partner

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

Partnership Approaches for RME

Swansea University School of Management partners with external stakeholders to advance responsible management education through 5 different approaches:

Knowledge Translation and Dissemination

Swansea University School of Management - Partnering Activities That Involve Informing

Examples of Swansea University School of Management partnerships that involve informing.

Collaboration is extremely important to the School of Management and we work with a variety of partners from industry (across a range of sectors), government, civil society and academia. The following provides some examples of partner activities that involve informing that help to advance responsibility-related education, research or practice.

[School of Management Partnerships - Swansea University](#)

ILA

- Representatives from the Innovation in Health & Social Care Intensive Learning Academy (IHSC ILA) in SoM are members of the **Welsh Health Boards Innovation Leads Group** (approximately 50 members) and meet weekly to share knowledge and updates on new innovations and continuous improvement developments taking place within the **Welsh NHS** and **social care organisations**.
- The Value-Based Intensive Learning Academy (VBHC ILA) in SoM is an active participant of a **Procure 4 Health European Project** involving over 18 countries and over 20 partners. Regular meetings are held around Europe with our team providing masterclass sessions to all partner organisations.

British Climbing

- Professor Katrina Pritchard and Dr Helen Williams were invited to talk at the **British Women's Climbing Symposium** on gender diversity.
- Professor Katrina Pritchard and Dr Helen Williams delivered CPD training to inform the **Mountain Training Association** on gender diversity in 2022 and 2023.

CEIC

- The CEIC programme informs a **variety of organisations (public sector, third sector and private)** on innovation methods and tools that enhance productivity and deliver circular economy benefits.
- The CEIC workshops and conferences all play a role to inform a diverse range of stakeholders on the value and urgency of circular economy principles.
- Dr Gary Walpole was a keynote speaker at the CIWM Yorkshire and Humber and Wales conferences. He further disseminated information on the circular economy via a Business in the Community keynote presentation with Andy Rees the Head of Circular Economy of Welsh Government and at the Scottish University insights event.
- The Cabinet Secretary for Climate Change and Rural Affairs disseminated information on the CEIC programme in correspondence with the Senedd Climate Change, Environment and Infrastructure Committee in May 2024.
- [CEIC conference set to share ideas on sustainable future of Wales - Swansea University](#)

Coleg Cambria

- Coleg Cambria are an accredited partner of Swansea University School of Management. They deliver the Applied Business Management (Coleg Cambria) FDS Sc programme at their Business Management Centre at Northup as a form of partnership and to disseminate knowledge. The programme is awarded by Swansea University.
- [Applied Business Management \(Coleg Cambria\), FDS Sc - Swansea University](#)

Bevan Commission

- **Institute for Health Improvement (IHI)** – USA – joint working to improve the quality of health and care services.
- **The International Foundation of Integrated Care (IFIC)** - joint working to inform and improve the quality of health and care services.
- **Digital Health and Care Innovation Scotland** - joint working to improve the quality of health and care services.
- **Royal College of General Practice** - joint working to improve the quality of health and care services.
- **NHS Wales** - joint working to improve the quality of health and care services.
- **Welsh Government** - joint working to improve the quality of health and care services.
- **The Welsh Medical Committee** - joint working to improve the quality of health and care services.
- Each of the Bevan Commission programmes listed below involve partnering activities and informing:

- Bevan Exemplars - [Bevan Exemplars - Bevan Commission](#)
- Bevan Fellows - [Bevan Fellows - Bevan Commission](#)
- Lets Not Waste – [Let's Not Waste - Bevan Commission](#)
- Adopt and Spread - [Adopt and Spread Programme 2019-2022 - Bevan Commission](#)
- Bevan Young Future Thinkers - [Bevan Young Future Thinkers - Bevan Commission](#)
- Planned Care Innovation Programme - [Planned Care Innovation Programme - Bevan Commission](#)
- Cancer Innovation and Improvement Programme - [Cancer Innovation and Improvement Programme - Bevan Commission](#)
- A Conversation with the Public - [A Conversation with the Public - Bevan Commission](#)

Soft Landings Project

- Discussions with **SME Corporation Malaysia** and **Pernas**, government departments that support the internationalisation of SMEs in Malaysia.
- [Exciting Developments for International Collaboration - Swansea University](#)

Association of Information Systems

- Dr Denis Dennehy is the co-editor in chief of the Communications of the Association for Information systems. This role supports the publication and dissemination of journal articles and special issues related to SDGs.

4The Region

- Dr Samantha Burvill and Ms Beth Cummings completed a report to disseminate the findings of their research on 4TheRegion and a network approach to regional development in Swansea Bay.

Business Breakfast Meetings

- Swansea University School of Management host Employers Breakfast Meetings quarterly to promote networking, knowledge sharing and dissemination. This is chaired and organised by Dr Sandra Dettmer.

External Community Dialogue

Swansea University School of Management - Partnering Activities That Involve Dialoguing

Examples of Swansea University School of Management partnerships that involve dialoguing.

The following are examples of Swansea University School of Management partnerships that involve dialoguing. This interaction with partners in industry, government, academia and civil society helps to advance our responsibility-related education, research and practice.

Bevan Commission

- **The Nuffield Trust** - Dialogue around joint working and knowledge sharing across England-Wales border
- **Llais** – Compact developed with Llais to support the patient voice in Wales to transform health and care services.
- **Health Technology Wales** – memorandum of understanding with HTW around knowledge sharing and joint working.

ILA

- The IHSC ILA offers advice and guidance to various SoM externally funded projects including SPF bids covering business growth in **Neath Port Talbot CBC, Carmarthenshire County Council** and the **Pentre Awel Wellness Village projects**. It has strong working relationships with both the **Health and Social Services** and the **Economy departments within Welsh Government** and is in weekly dialogue with representatives from both the **Bevan Commission** and **Cardiff and Vale University Health Board (CVUHB)** as delivery partners in the IHSC ILA.
- The VBHC ILA is affiliated by the **EU Alliance for Value in Health** and represents Wales at the **EFPIA VBHC Think Tank**: two organisations that advise the EU commission on Value-Based Health Care policy.
- The IHSC ILA is a key member of the **NHS Wales Innovation Leads Group** which meet fortnightly which informs Welsh Government on health policy.

Civic Engagement Partnership

- Swansea University has recently coordinated a group of **higher education and further education organisations** in the region to form the **Mid and West Wales Regional Civic Engagement partnership**, designed to support dialoguing with communities across our region. This work is lead by Professor Louisa Huxtable-Thomas of the School of Management.

Local Challenges Research Office

- **The Local Challenges Research Office**, our place-based research and project office, based in the Faculty of Humanities and Social Sciences supports our dialoguing efforts - in particular relating to projects around the nearby **Tata Steel transition to clean energy**.

Olabisi Onabanjo University Nigeria

- Delegates from **Olabisi Onabanjo University Nigeria** recently visited Swansea University to explore potential collaborations in curriculum development and research initiatives.

- [Swansea University School of Management Welcomes Delegation from Olabisi Onabanjo University, Nigeria - Swansea University](#)

Stonewall Cymru

- Professor Katrina Pritchard was invited to the 2022 Stonewall Cymru Workplace Conference as a panel member, with a focus on dialogue around stigma and discrimination at work.

Collaborative Problem Solving

Swansea University School of Management - Partnering Activities That Involve Problem-Solving

Examples of Swansea University School of Management partnerships that involve problem-solving.

ILA

- The VBHC ILA has provided education research and consultancy to **Pfizer** (a global giant), **Mölnlycke** (a global Swedish MedTech company) and **BD** (World's third largest MedTech company) in areas such as Value-Based procurement and market intelligence.
- The MSc Advanced Health and Care Management, delivered by academics within both ILAs to **health and social care professionals** includes the requirement for a work based project based around innovation and change management initiatives implanted within the workplace. Real life examples of theory being applied for the benefit of the **individual, the department, the patients and society**.
- Problem solving activity with **ARCH** to address challenges within **Swansea Bay and Hywel Dda University Health Boards**.

Bevan Commission

- **The Welsh Rugby Union** – this is a joint programme of work being developed regarding improving community health.
- **The Football Association of Wales** - this is a joint programme of work being developed regarding improving community health.

CEIC

- [The CEIC programme](#), based at Swansea University School of Management and **Cardiff Metropolitan University** enables colleagues from across the **public and third sectors** to collaborate and create communities of practice to develop innovative solutions to probably the biggest challenge of our generation, sustainability and climate change.

Final Year Project and Business Project Partners

- The Final Year Project (undergraduate) and Business Project (postgraduate) links groups of six students to **industry partners** for their **capstone business project**.
- The external industry partner provides a research problem for the students, who reciprocate by conducting research and providing recommendations.
- These modules provide students with an opportunity to connect with businesses and create relationships with potential employers, whilst also focusing on purposeful research.
- [School of Management Hosts Successful Midpoint Presentations for Final Year Business Students - Swansea University](#)
- The School of Management partner with **over 100 different industry partners and businesses** to provide the capstone business projects and placements for undergraduate and postgraduate students. The School of Management employability team are invaluable in the creation of these relationships.

KTPs

- Swansea University School of Management have a number of **knowledge exchange partnerships (KTPs)** that focus on solving problems and addressing research questions relating to responsibility. These projects connect business and academic expertise to deliver innovation projects led by graduates.
- [Knowledge Transfer Partnerships - Swansea University](#)

Institutional Partners

Swansea University School of Management are strategic partners with a number of **higher education institutions**. For example, the **University of Grenoble, LMU Munich, University of Texas** and **Olabisi Onabanjo University Nigeria**. These partnerships include collaborative activities such as joint PhD supervisory models to solve research problems (most projects are responsibility/SDG related), student exchange programmes, collaborative research and knowledge exchange to inform curriculum development.

Collaborative Change Action

Swansea University School of Management - Partnering Activities That Involve Acting

Examples of Swansea University School of Management partnerships that involve working collaboratively to enact change.

Swansea University School of Management collaborates with a variety of partners to enact change. Below are some examples to evidence this:

ILA

- The IHSC ILA has delivered a **Senior Leaders Development Programme** to middle and senior leaders from **Swansea Bay and Hywel Dda University Health Boards** with the view to support change management and innovation in the workplace. The programme was delivered over 15 months and the community of practice established alongside the teaching and learning has enabled a change of mindset in some departments where theory has been translated into practical solutions.
- The IHSC ILA has signed an memorandum of understanding with the **UK Cabinet Office** to provide accredited training for **civil servants**, grade 6+, in innovation management. This scheme will commence in the 2024-2025 academic year.

CEIC

- The [CEIC project](#) brings **organisations from all sectors across Wales** together to create collaborative innovation networks that work towards a more sustainable future. The programme comprises of collaborative workshops, site visits, action learning, peer learning and expert support to enable managers to co-create and implement new products or service solutions whilst adopting circular economy principles.

AgorIP

- AgorIP brings **academics, clinicians and businesses** together to pioneer research into cutting-edge technologies and drive commercial success with the support of Swansea University, and the European Regional Development Fund through the Welsh Government.

Bevan Commission

- **Institute for Healthcare Improvement (IHI)** – joint research on ‘Silly Rules’ in Healthcare to enact change.
- **NHS Wales Executive** – working on an Adoption and Spread of Innovation Programme to deliver sustainable transformation across health and care services in Wales and facilitate change.
- **NHS Wales** – delivery of the Bevan Exemplar programme in partnership with **NHS Wales health boards**.
- **Welsh Government** – delivery of programme to reduce waste across health and care services.

Formalized Partnership Governance

Swansea University School of Management - Formal Governance Structures for Partnering

To identify the Swansea University Code of Practice for Collaborative Partnerships and examples of partnering associated with formal governance procedures and responsibility.

Swansea University Code of Practice for Collaborative Partnerships

Swansea University has a formal Code of Practice that provides the framework, principles and processes for the effective identification, development, approval, management, and review of all collaborative partnerships and associated programmes of study. The Collaborative Partners Code of Practice should be read in conjunction with relevant sections of the [Code of Practice for Programme Design, Development, Approval and Review](#).

A list of current Swansea University Collaborative Partners is available [here](#). Please also see the [Collaboration Partnership Principles](#).

This Code of Practice strives to be evidence based, and is based upon the expectations and indicators of the [UK Quality Code for Higher Education \(QAA\)](#).

Collaborative Partnerships - Swansea University

Examples of Partnering Associated with Formal Governance Structures and Responsibility

ILA

- The VBHC ILA has been responsible for developing MOUs in Wales with **Medtronic**, the World's largest MedTech company and **AZ** (UK's largest company), collaborating with **Welsh Government** and associated life science partners. Through the VBHC MOU there has been a commitment of £800K investment (real new money) into Wales from one of these global partners.
- The VBHC ILA provides advice, education and support to **Scottish Government** and **NHS Scotland** as they developed and published their VBHC Strategy; to **English Integrated Care Systems**; to the **Saudi Arabia Centre for Value in Health**; the **Director of NHSO Thailand** and **Health Care policy makers in Singapore**.

CEIC

- Staff members from the CEIC project sit on the **Foundational Economy Steering Group**, **Health & Social Care Wales**, **Wales Innovation Network Net Zero & Decarbonisation Steering Group**, **Bevan Commission 'Let's not Waste' Steering Group**, **SWIC academic**

partnership group (NZIW & SWITCH), Football Association of Wales 'Commercial & Digital Innovation Advisory Group' and the Wellbeing Economy Wales Steering Group (FGC Office).

- Dr Gary Walpole is the **Green Health Wales 'Honorary Lead'** and a **SBRI (WG) project** and **Cardiff Climate Emergency Board member** (Cardiff Council).

Bevan Commission

- Professor Nick Rich is responsible for evaluating the **Bevan Commission health and care programme 'Bevan Exemplars'**.



Practice

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

RME Policy Implementation

Swansea University School of Management has implemented 8 policies to support its commitment to responsible management education:

Greenhouse gas emissions

Swansea University Sustainability Policy 2021-2025

Swansea University Sustainability Policy 2021-2025

Scope

Swansea University

Enforcement Date

January, 2021

Number Of Pages

25

Publisher

Swansea University

Media

Strategy Document

[Supporting Links](#)

[Supporting Links](#)

Swansea University Sustainability Policy
2024-2025

View document  Download document 

Greenhouse Gas Emissions Narrative - Teifion Maddocks [Swansea University Sustainability Manager]

The following statement identifies a range of policies and actions at Swansea University that evidence commitment to reporting and reducing greenhouse gas emissions.

- Our Sustainability and Climate Emergency Strategy (2021-2025) - aligned with the University's Strategic Vision and Purpose - sets out how we operationalise our Sustainability Policy, and commits us to actions across four key themes: The Climate Emergency, Our Natural Environment, Our Working Environment and Our Travel.
- Scope 1 & 2 GHG emissions (Net Zero by 2035) Scope 3 GHG emissions target 50% reduction 2015 - 2035

- As per our Sustainability Strategy, Swansea University is committed to achieving Zero carbon for direct emissions (scope 1 and 2) by 2035, with at least a 70% reduction by 2030*. With a Scope 3 target to achieve (on average) a 2.5% year-on-year reduction in scope 3 emissions, 50% reduction by 2035 (35% by 2030) from a 2015 HEFCW agreed baseline.
- The University currently sets an annual decarbonisation budget of £3m which is integrated into Estates projects planning and aligned with the Swansea University Decarbonisation Action Plan, Estates and Campus Services, Net Zero budget. The University COO and the Director of Estates and Campus Services (E&CS) are responsible for the Decarbonisation Action Plan. Performance monitoring, reporting and implementation of decarbonisation interventions are managed by the Sustainability and Infrastructure Services teams.
- We publicly report all scope carbon emissions annually alongside other UK HE Institutions on the Higher Education Statistics Agency (HESA) website and publish a Path to Zero Annual Performance Report 2022 - 2023 as part of our ISO14001 Environmental Management System. Targets and performance are monitored through university annual plan performance, Environmental Management Review and strategic sustainability committee.

Water

Water Narrative - Teifion Maddocks [Swansea University Sustainability Manager]

The following narrative identifies Swansea University's commitment to reducing water consumption.

University water consumption targets are aligned with the scope 3 emissions targets of a 50% reduction by 2035 from a 2015 baseline year. The commitment and steps to achieve this can be identified in the objects attached:

- Swansea University Sustainability Policy 2024-2025
- Swansea University Sustainability Strategy 2021-2025 (pages 8-9 and 18-19)
- Swansea University Decarbonisation Plan

Swansea University Sustainability Policy 2021-2025

Swansea University Sustainability Policy 2021-2025

Scope

Swansea University

Enforcement Date

January, 2021

Number Of Pages

25

Publisher

Swansea University

Media

Strategy Document

[Supporting Links](#)

[Supporting Links](#)

Swansea University Sustainability Policy
2024-2025

View document  Download document 

Buildings/real estate

Buildings and Real Estate Narrative - Teifion Maddocks [Swansea University Sustainability Manager]

The attached objects and following narrative identify Swansea University policies and responsible management related to buildings and real estate.

We have committed to carbon neutrality in our buildings by 2035 as part of the University's estates strategy. Swansea University has also adopted a minimum requirement for achievement of BREEAM Excellent for new buildings and Fit Out (RFO) standard or RICS SKA rating associated with university major refurbishment projects.

Swansea University Sustainability Policy 2021-2025

Swansea University Sustainability Policy 2021-2025

Scope

Swansea University

Enforcement Date

January, 2021

Number Of Pages

25

Publisher

Swansea University

Media

Strategy Document

[Supporting Links](#)

[Supporting Links](#)

Swansea University Sustainability Policy
2024-2025

View document  Download document 

Local staff/student/faculty transportation

Transportation and Travel Narrative - Teifion Maddocks (Sustainability Manager)

Evidence of responsible practice in regards to transportation and travel at Swansea University.

Swansea University have a number of policies that address responsible staff, student and faculty transportation. This includes the Environmental Management System requirements, the Sustainability and Climate Emergency Strategy, Electric Vehicle and Charging Policy and Business Travel Policy. As well as the Sustainable Travel Policy and other mentioned above, the University has Scope 1 and 3 commitments and actions for reducing vehicle fleet, business, staff and student travel and commuting.

Travel

Employee equity, diversity, inclusion

Equality, Diversity and Inclusivity Narrative - Teifion Maddocks [Sustainability Manager]

The following narrative identifies Swansea University's commitment to an inclusive workplace free from discrimination and where the diversity of staff and students is celebrated.

- Swansea University aims to provide a working and learning environment, which is free from discrimination and enables staff and students to fulfil their personal potential. We welcome and celebrate the diversity our staff and students bring to the University, encouraging us to think differently and act differently.

- The university hold Athena Swan Silver Award, we are proud members of the **Stonewall Workplace Equality Index (WEI)**, the **Race Equality Charter (REC)** and are a **Real Living Wage Accredited Employer**.
- [Swansea University climbs to fifth in Stonewall Workplace Equality Index - Swansea University](#)

Athena Swan Award

We have been proud members of the Athena Swan Charter since 2008. This has helped us identify areas for positive action, as well as recognise and share good practices across the University. We were first awarded Bronze status in 2009, which was renewed in 2013. In 2017 we were successful with our Swansea University Athena SWAN Silver Application resulting in our Silver institutional award, which we still hold. We are fully committed to gender equality and we continue to encourage and support departments to apply for individual awards, in addition to maintaining focus on our institutional award principles. The Faculty of Humanities and Social Science (and School of Management) have been awarded a Bronze Athena SWAN Charter Award that will remain valid until the end of September 2026.

Scope

Swansea University Faculty of Humanities and Social Science

Enforcement Date

April, 2024

Revision Date

September, 2026

Number Of Pages

2

Publisher

Swansea University/Athena SWAN

Media

Website

[Supporting Links](#)

Student equity, diversity, inclusion

Equality, Diversity and Inclusivity Narrative - Teifion Maddocks [Sustainability Manager]

The following narrative identifies Swansea University's commitment to an inclusive workplace free from discrimination and where the diversity of staff and students is celebrated.

- Swansea University aims to provide a working and learning environment, which is free from discrimination and enables staff and students to fulfil their personal potential. We welcome and celebrate the diversity our staff and students bring to the University, encouraging us to think differently and act differently.
- The university hold Athena Swan Silver Award, we are proud members of the **Stonewall Workplace Equality Index (WEI)**, the **Race Equality Charter (REC)** and are a **Real Living Wage Accredited Employer**.
- [Swansea University climbs to fifth in Stonewall Workplace Equality Index - Swansea University](#)

Athena Swan Award

We have been proud members of the Athena Swan Charter since 2008. This has helped us identify areas for positive action, as well as recognise and share good practices across the University. We were first awarded Bronze status in 2009, which was renewed in 2013. In 2017 we were successful with our Swansea University Athena SWAN Silver Application resulting in our Silver institutional award, which we still hold. We are fully committed to gender equality and we continue to encourage and support departments to apply for individual awards, in addition to maintaining focus on our institutional award principles. The Faculty of Humanities and Social Science (and School of Management) have been awarded a Bronze Athena SWAN Charter Award that will remain valid until the end of September 2026.

Scope

Swansea University Faculty of Humanities and Social Science

Enforcement Date

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Publisher

Swansea University/Athena SWAN

Media

Website

[Supporting Links](#)

Swansea University Sustainability Policy 2021-2025

Swansea University Sustainability Policy 2021-2025

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Swansea University

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Strategy Document

[Supporting Links](#)

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Swansea University Sustainability Policy
2024-2025

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Swansea University Sustainability Strategy and Policy Website Page

Scope

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August, 2025

Number Of Pages

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Swansea University

Media

Website

[Supporting Links](#)

Institutional Aspiration Targets

Swansea University School of Management has set aspiration targets in 8 different areas:

- ❖ GHG Emission Targets
- ❖ Water Conservation Targets
- ❖ Building and Real Estate Targets
- ❖ Internal Transportation Targets
- ❖ Travel Reduction Targets
- ❖ Employee EDI Targets
- ❖ Student EDI Targets
- ❖ 1. Sustainability and Ethics Student Survey - survey summary to indicate student understanding of sustainability, ethics and climate change. 2. Swansea University School of Management UN PRME Objectives and Progress



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, Swansea University School of Management operates with the following approach:

Full Transparency Disclosure

SIGNATORY

Swansea University School of Management



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