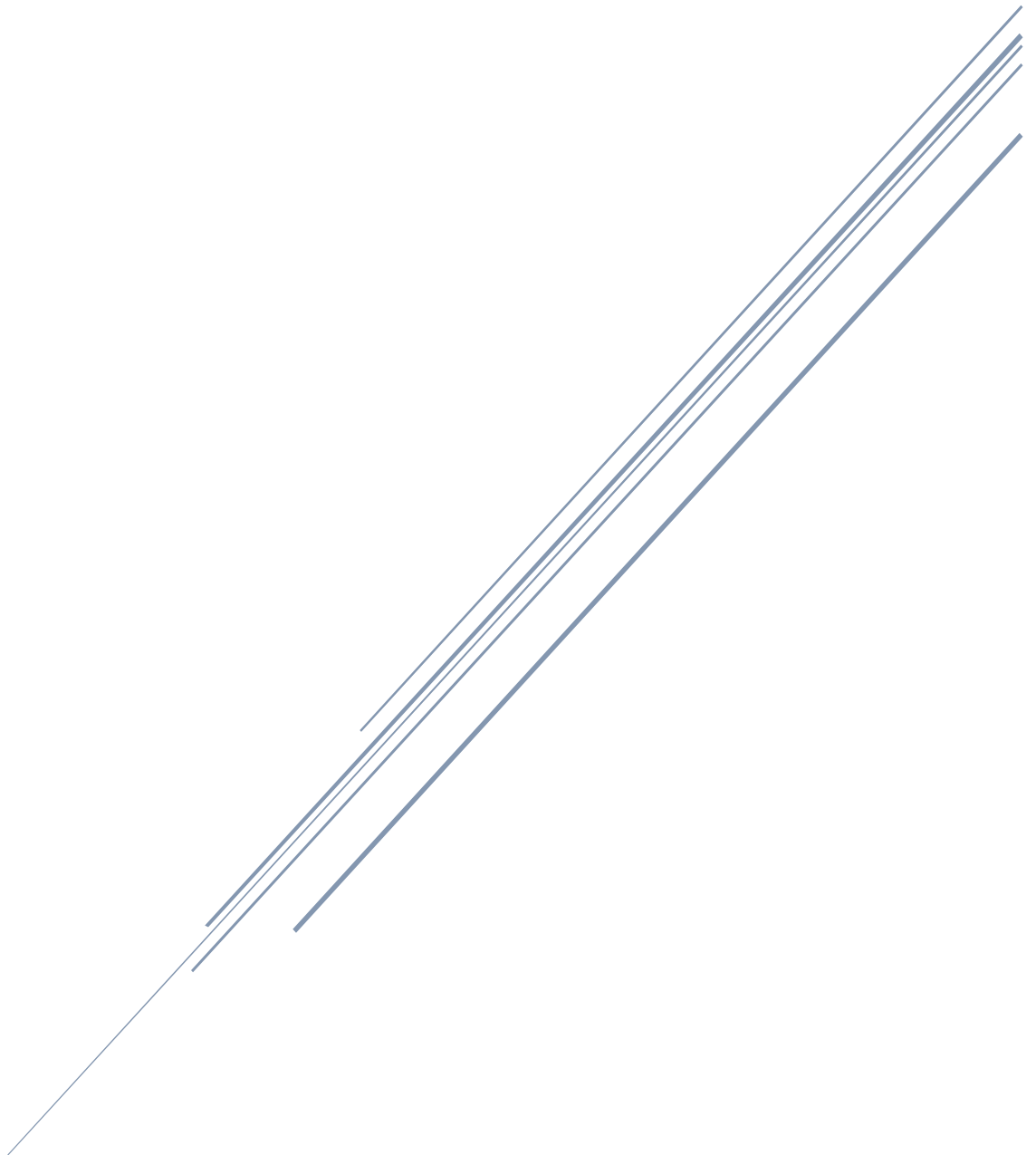


SIP-SDG REPORT

Sharing Information on Progress

February 2020



Surrey Business School

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Message from the Dean of Surrey Business School

On behalf of Surrey Business School at University of Surrey,
I am delighted to write this forward to our Sharing Information on
Progress Report.



Since we signed up to the Principles for Responsible Management Education (PRME-UN) in Winter 2017, our School has been on a journey where they have become increasingly embedded in our research and teaching; informing our behaviours and real-world impact. Across our curriculum, increasing numbers of our students are engaged with the six Principles and our academics are producing higher quality research that adds to our understanding of responsible management practice.

Our Vision for Surrey Business School is 'To inspire positive change in business and society, individuals and organisations, locally and globally'. This links with our School values that include a focus on collaboration, being open, innovative and enterprising as well as human in the way we bring change to the world – that is to say, we are aligned with the Principles and will continue to build on these solid foundations to bring more positive change to the world.

A handwritten signature in black ink, appearing to read 'Steve Wood', written in a cursive style.

Professor Steve Wood
Dean
Surrey Business School

Overview of Surrey Business School (SBS)

Over the past five years, SBS has been one of the fastest-growing business schools in the UK. In this time, we have made great strides forward in terms of both teaching and programme development as well as research:

- Our students' numbers have doubled to around 2,800, comprised of domestic and international students;
- We have grown academic staff numbers in SBS and now have over 100 academics spread across six departments and three research centres;
- We have developed and continue to foster an embedded research culture. Our academics are producing better research outputs than ever across a range of disciplines with many academics recognised as thought leaders in their fields;
- We continue to play a leading role in research outputs across the University both in terms of quantity and quality;
- We offer a wide variety of undergraduate and postgraduate degree courses designed to reflect students' needs and those of society and industry. These are taught by our world-leading academics whose inspirational research is having a real impact on the world. Our specialisms include the study of digital economy and platforms, leadership, organisational behaviour, and sustainable enterprise.

Our commitment to the Principles for Responsible Management Education (PRME-UN) is underpinned by our key mission:

To bring about this positive change through:

- a collaborative approach that blends the best of business education with the strengths of a technology-led university and the rigour of high quality research with excellent teaching, both driven by relevance and impact.
- creating an environment where staff and students are able to grow their knowledge and skills to co-create the future of business, and to further their professional careers.
- utilising digital technology to explore new approaches to learning and to meet the needs of learners seeking flexible solutions for their studies.
- a socially responsible outlook that understands the place and role of business in building a better society.

Our progress on Values, Teaching Methods, Research, Partnership and Dialogue

The Principles for Responsible Management Education (PRME- UN) remain one of our main drivers for our continuous efforts in embedding ethics and sustainability in our curriculum, teaching and research activities, including other areas.

PRME Principle 1: Purpose

The **University of Surrey** is committed to providing a world-class experience to all our students, who go on to make positive contributions to society. We work in partnership with all stakeholders including students, businesses, government bodies and communities in the discovery and application of knowledge and ensure our students from all backgrounds and nationalities are provided with an outstanding education, equipping them with the knowledge, professional skills and personal qualities to achieve their ambitions.

SBS shares the University's commitment to developing our students' knowledge and experience and their role in making a positive contribution to society. To ensure our continuous commitment to the Principles for Responsible Management Education (PRME- UN), in 2016/2017 we appointed an SBS Lead for Ethics, Responsibility and Sustainability (ERS) to develop and implement the School's ERS strategy, reporting to internal and external stakeholders with respect to the School's ERS performance.

PRME Principle 2: Values

We share the University of Surrey values underpinning a strong culture of excellence, diversity, resilience and collaboration, requiring agility and adaptation in response to change.

OUR VISION

To inspire positive change in business and society, individuals and organisations, locally and globally.

OUR MISSION:

To bring about this positive change through:

- A collaborative approach that blends the best of business education with the strengths of a technology-led University and the rigour of high quality research with excellent teaching, both driven by relevance and impact;
- Creating an environment where staff and students are able to grow their knowledge and skills to co-create the future of business, and to further their professional careers;
- Utilising digital technology to explore new approaches to learning and to meet the needs of learners seeking flexible solutions for their studies;
- A socially responsible outlook that understands the place and role of business in building a better society.

OUR VALUES

Collaborative: a community of staff, students and alumni connected to the University and to business;

Open: creators of knowledge, developers of ideas and the freedom to experiment;

Innovative and Enterprising: embracing new approaches to research and teaching, inspiring business and ensuring our graduates are fit for the workplace of the future;

Purposeful: accelerating positive change across business and society;

Human: personal and focused on providing an environment and experience where individuals grow.

SBS is also accredited by two major accreditation bodies AACSB and AMBA. These bodies require global responsibility, business ethics and sustainability to be integrated throughout the curriculum. We aim to incorporate these areas in all our undergraduate and postgraduate degree programmes.



Equity and Diversity – Athena Swan Bronze Award

The University of Surrey achieved a renewal of its institutional level Athena SWAN Bronze Award in November 2017. The University also takes part in the **Race Equality Charter Mark** which is aimed at improving the representation, progression and success of minority ethnic staff and students within higher education.

Equality and diversity are integral to the strategy and mission of the School. SBS recently carried out a detailed self-assessment process for its Athena SWAN Bronze Award submission (Athena SWAN is a charter established and managed by the UK Equality Challenge Unit that recognises and celebrates good practices in higher education and research institutions towards the advancement of gender equality). We are currently awaiting the outcome of this submission. SBS is committed to and actively champions equality and inclusiveness. These are given a high priority as they are crucial to the lives of staff, students and the wider community. SBS, therefore, embeds EDI (Equality, Diversity and Inclusion) principles into its culture and workings in terms of policies, planning, and as an academic subject.

SBS staff organise seminars addressing EDI, and information is shared about research and training supporting EDI. As well as adhering to all University EDI policies such as the 'Equality, Diversity and Inclusion' policy, SBS has also instigated and implemented its own local initiatives which further enhance the focus on EDI and serve to embed and highlight its importance for staff, students and wider stakeholders. SBS supports staff and student wellbeing and fosters a culture of mutual respect, inclusivity and equality. Staff also have equality of access to a range of wellbeing support.

SBS organises events which explicitly herald EDI. For example, SBS International Women's Day events are held annually. Also, every March since 2017, SBS has hosted an event titled 'Lessons from Inspirational Women' which showcases successful women researchers, alumni and others. In June 2019 SBS launched the 'SBS Athena SWAN annual lecture' series addressing the themes of women leaders in academe and business, and career progression. SBS also actively celebrates LGBT History Month and Black History Month. SBS colleagues are also encouraged to take up leadership and other roles within the School, Faculty and wider University with regards to equality initiatives, committees and service. SBS also provides a Women in Leadership Scholarship which is open to female candidates who can demonstrate their contribution to business and a drive to support female candidates in the future. The scholarship is open to candidates joining either our Full-time or Executive MBA programmes.

PRME Principle 3: Methods

The University of Surrey is committed to providing talented and motivated students from all backgrounds, and of all nationalities, with an outstanding education. We draw on our excellent research and partnerships to equip students with the knowledge, professional skills, and personal qualities to achieve their ambitions. Our graduates will be exceptional and highly sought-after: they will think critically and differently and make a real impact on society. Our teaching and learning environment is student-centred and enriching, with an emphasis on practice-based learning.

We share a passion for the University strategy in providing the highest quality student learning experience that combines academic rigour, personal and professional development and employability through introducing students to the most up-to-date knowledge that will enhance and develop their skills for independent academic study, digital media literacy, innovation, and working in professional contexts.

Our strategy focuses on six related areas to ensure we are always responding to technological developments, the shifting needs of students and employers, and to new opportunities:

1. **Connected** subject knowledge and curricula that develops the T-shaped graduate, who will have an in-depth understanding of specific disciplines, subjects, areas, combined with a broad understanding of how each element relates and connects;
2. **Future-facing** life skills such as networking, negotiating, entrepreneurship, persuading, being creative will be prioritised;
3. **Digital fluency** as the new norm, so that learners are equipped with the creative digital tools and acumen to meet the needs of a rapidly evolving technological landscape within a 4IR context;
4. **Commercial and Enterprising in design and outlook**, with programmes that will create problem solvers who know when and how to deploy their creativity, as well as decision-makers who understand complexity and the imperfect nature of information. Student confidence, resourcefulness and adaptability will be developed through the learning, teaching and assessment experience;
5. **Incubating** new ideas through partnership with SBS stakeholders and creating opportunities for students to develop a start-up mindset through the SBS approach to learning and teaching;

6. **Globally infused** programmes that will leverage opportunities for students to gain international experience through dual degrees and mobility opportunities, as well as through the ongoing internationalisation of learning and teaching.

Some indicative examples of embedding the Principles for Responsible Management Education (PRME-UN) in our Learning and Teaching include:

- Designed and delivered a new 'Business Ethics' module across all our undergraduate business management programmes. The module aims to introduce students to ethical principles that will allow them to fully appreciate the implications of decision-making and leadership in an increasingly complex business environment. It introduces students to core principles of ethical thought, models of ethical decision-making and a variety of business situations within which ethically informed decisions are consequential for individuals, organisations and wider societies;
- Designed and delivered a new 'Social Entrepreneurship and Social Enterprise' module across all our second-year undergraduate business management students. The module aims to provide students with an understanding of social enterprise at the individual and firm level, identifying the ways in which social enterprises borrow business practices to address societal issues such as poverty alleviation, homelessness, and promoting common good more broadly. In 2018, students enrolled on the module took part in an 'Accumulator Challenge' to raise funds for our local charity 'Phyllis Tuckwell Hospice' with awards given to the best funding idea;
- Designed and delivered a new MBA module 'Sustainable Strategies for International Business', in which our MBA students (both Full-time and Executive) are introduced to a wide range of management, international business and sustainability issues. The module aims to equip students with a sound understanding of the challenges associated with international business and the role of ethics in business decision making and the overall strategy of the firm;
- To advance our students' understanding of the evolving discipline of social entrepreneurship and social enterprise, we have embedded new learning tools such as social business modelling and social innovation in our undergraduate and postgraduate modules (e.g. Innovation Management; Entrepreneurship and Innovation – A Business Model Approach; and Entrepreneurship and Business Planning);
- Embedded ERS principles in our undergraduate and MBA induction programmes. Students spent half a day in SBS working on a 'business ethical challenge' and apply their learning to developing a business idea with ethical principles. Students also had

access to a wide range of materials related to the SDG goals and business case studies.

- In 2018, we piloted the literacy test 'Sustainability Test UN Global Impact' (Sulitest) across all our MBA and EMBA programmes to evaluate our students' level of knowledge and awareness of social and environmental challenges at multiple spatial scales.

PRME Principle 4: Research

We share the University of Surrey's mission to drive positive technological, economic, social and environmental change in a world facing increasing challenges. We actively contribute to industry, commerce, government and civil society, and are committed to playing our part in solving society's grand challenges.

Our contribution to the University's research vision for impact is realised through knowledge exchange activities, by making new connections and building upon established relationships with established partners to make real and noticeable changes in society. We pride ourselves in designing and delivering research which leads to wide ranging impacts across business, society, the environment and public policy.

SBS has developed important strategic research, teaching and other initiatives which relate to the theme of sustainable enterprise. We aim to build a critical mass of researchers to undertake innovative and world-class research in this area. Our areas of strengths in sustainable enterprise include:

- Sustainable management development, including a particular focus on organisations and the environment, and the social and environmental impacts of extractive industries in developing economies;
- Social enterprise and social entrepreneurship;
- Community-based enterprise and entrepreneurship in developed and developing countries;
- CSR (Corporate Social Responsibility), governance and ethical decision making.

Researchers in SBS, working on the areas identified above under the auspices of 'sustainable enterprise management', are actively engaged in world-leading research. They produce research outputs in 4* journals, as well as other leading publications. Some

examples include articles published in the Academy of Management Review; Academy of Management Journal; Journal of Business Research; Journal of Business Ethics; Journal of Cleaner Production; Entrepreneurship, Theory and Practice; Journal of World Business; British Journal of Management; Long Range Planning; and Business & Society. Researchers also hold editorships of important journals in the area of sustainability. The following are examples:

- Professor Gavin Hilson is Chair of Sustainability in Business at SBS. He is a leading global authority on the environmental and social impacts of the small-scale mining sector in developing countries. For over a decade, he has carried out research on mining and development in Ghana, Mali, Sierra Leone, Liberia, Malawi and Guyana. His work has been funded by a range of organizations, including the ESRC, British Council, British Academy, the Royal Society and Nuffield Foundation. He carried out research on mineral certification schemes; Corporate Social Responsibility in the mining sector, specifically the application of a 'social license to operate' in sub-Saharan Africa and relations between multinationals and artisanal operators; and linkages between smallholder farming, agricultural liberalization and the growth of small-scale mining. Prof Hilson is Editor-in-Chief of *The Extractive Industries and Society*, a journal devoted to disseminating in-depth analysis of the socio-economic and environmental impacts of mining and oil and gas production on past and present societies.

- Prof Hilson has also received a grant (October 2015) exploring financial dynamics in small-scale mining communities, with Dr Roy Maconachie, University of Bath and Professor Richard Amankwah, University of Mines and Technology): "Blazing the path to Formalization: Artisanal Mining, Wealth Creation and Rural Livelihoods in Ghana". Funding was provided by the Canadian International Resources and Development Institute.

- Prof MariaLaura Di Domenico is Professor of Entrepreneurship, Work and Organization at SBS. Her research particularly focuses on social enterprises, social entrepreneurship, community enterprises and the 'third' sector. Her research is regularly published in leading 4* management and social science journals and has been funded by a range of bodies, including the British Academy, RCUK, ESRC, EEUK, the Carnegie Trust for the Universities of Scotland, as well as by various third sector organizations. Between October 2013 – October 2016 Prof Di Domenico

received funding (ESRC (SEDTC) & Industry Partner) exploring ‘Social Entrepreneurship in an Ageing Society.’

Allied to our research endeavours, we run three research centres that cross disciplinary boundaries and confront key societal challenges.

CENTRE FOR SOCIAL INNOVATION MANAGEMENT



Social Innovation involves the creation of solutions that benefit society as a whole rather than private individuals. It is inherently multidisciplinary and requires embracing cross-sector dynamics and interaction. Our Centre for Social Innovation Management (CSIM) is a new research centre based within the Surrey Business School that will conduct research and be actively involved in teaching and engagement related to social innovation & entrepreneurship, responsible management and social impact investing. The Centre will leverage the University's collective wisdom on social innovation by fostering engagement within different disciplines and establishing relationships with external stakeholders, bridging scholarly and practitioner connections.

Our primary research activities will be focused on three broad, related areas:

1) Sustainable innovation and entrepreneurship for social inclusion

This theme explores how innovation and entrepreneurship is framed as both a panacea and paradox of recent global societal challenges. It has become a key priority and challenge for business and policy makers in both advanced and developing economies.

Our members will engage with scientists, engineers, entrepreneurs and other organisations attempting to develop sustainable technologies, avoid unintended detrimental consequences of new technologies, and provide opportunities for socially excluded populations.

This stream of research will continue to contribute towards scholarly advancement, but will also increasingly emphasise opportunities for impact and solutions for sustainability.

II) Social impact investing

We will develop expertise in social impact investing, i.e. investment in companies, organisations and funds that is intended to generate measurable, beneficial social or environmental impacts as well as a financial return.

In addition to developing a research capacity in this area, we will explore specialised course content that includes guest speakers from social impact investors.

III) Responsible management

This area includes business ethics, corporate social responsibility and related areas that do not directly involve sustainable development.

Specific research topics include:

- Organisational misconduct
- Outcomes of public or university research
- Regulatory reform
- Corruption issues
- The unintended consequences of innovation and entrepreneurship.

CENTRE OF DIGITAL ECONOMY (CoDE)



SBS Centre of Digital Economy (CoDE) pushes the boundaries of knowledge and management practice in the digital economy through cutting-edge research and deep engagement with business and government. The centre brings together researchers from across disciplines to examine the social, technological, economic, managerial, organisational, political and ethical implications of the digital economy.

Researchers within the Centre are actively engaged in world-leading research on ethics and the privacy of big data, including ethics and artificial intelligence; governance and business responsibilities of digitisation; and responsible innovation in the digital economy.

Recent significant publications by our researchers in the above areas:

- Arevalo, J., Castelló, I., DeColle, S., Lenssen, G. Neumann, K. & Zollo, M. (2011), Introduction to Special Issue: Integrating Sustainability in Business Models. *Journal of Management Development*, 30 (10) 941-954.
- Barberá-Tomás, D., Castelló, I., de Bakker, F. G., & Zietsma, C. (2019). Energizing through visuals: How social entrepreneurs use emotion-symbolic work for social change. *Academy of Management Journal*, 62(6), 1789-1817.
- Bonina CM, Illa MR (2008) Mobile telephony in Latin America: New opportunities to reduce poverty?, 14th Americas Conference on Information Systems, AMCIS 2008 6 pp. 3551-3560.
- Castelló, I. & Galang, R. (2014). Looking for New Forms of Legitimacy in Asia. *Business & Society*, 53(2) 187 -225.
- Castelló, I., Morsing, M. & Schultz, F. (2013). Communicative Dynamics and the Polyphony of Corporate Social Responsibility in the Network Society. *Journal of Business Ethics*, 118(4) 683-94.

- Gawer A (2016) Competition Policy and Regulatory Reforms for Big Data: Propositions to Harness the Power of Big Data while Curbing Platforms? Abuse of Dominance. DAF/COMP/WD (2016)74., Organisation for Economic Co-operation and Development.
- Power S., Di Domenico M., Miller Graham (2019) Risk-types and coping mechanisms for ethical tourism entrepreneurs: A new conceptual framework, *Journal of Travel Research* SAGE Publications.
- Power S, Miller Graham, Di Domenico MariaLaura (2015) 'Do good, mean well': A value-behavioural perspective for ethical entrepreneurship in tourism, In: EURAM 2015, 2015-06-17, Warsaw, Poland.
- Schultz, F., Castelló, I. & Morsing, M. (2013), The Communicative Construction of CSR: A Mediation Perspective. *Journal of Business Ethics*, 115(4) 681-692.

CENTRE FOR MANAGEMENT LEARNING (CML)



CML is a research and competency centre for academic staff, students and industry which provides a range of accredited and non-accredited qualifications for management educators, management students and practitioners.

The centre is committed to and actively champions our responsibility as a school to develop ethical and mindful leaders of the future. As such, CML is designed to improve and enhance teaching excellence in management through industry-informed curriculum design and new and innovative teaching practices aimed at developing graduates with impact.

CML organises events which explicitly herald the Principles for Responsible Management (PRME -UN). As example, in April 2018, CML hosted an event titled 'Embedding ethics, sustainability and responsibility in blended curriculum', which raised pertinent questions on how to embed these principles in our curriculum beyond merely adding modules and

influence and change behaviour and mindset of our future leaders to become ethical responsible citizens? We welcomed Prof Grace McCarthy, Associate Professor and Dean of Sydney Business School (CML and UGPN partner) to share her experience of embedding ethics, sustainability and responsibility in MBA curriculum. Followed by a conversation with Prof Grace McCarthy and Dr Zeineb Cox (PRME lead) on embedding ESR more widely in our undergraduate and postgraduate curriculum, chaired by Dr Christine Rivers (Co-Director CML).

PhD Supervision

Researchers in SBS collaborate closely with other researchers across the University. For example, this has taken the form of joint supervision of doctoral students, as SBS oversees several PhD students researching sustainability topics. Colleagues also have close links across the University of Surrey including the Centre for Environmental Strategy (CES) and the School of Hospitality and Tourism Management – both of which carry out relevant research into sustainability. Research on sustainable enterprise management within SBS also benefits from external relationships and collaborations (e.g. University of Reading, UK; Open University, UK; University of Ibadan, Nigeria; University of Mines and Technology, Ghana; University of Ghana, Ghana; University of Bath, UK; University of East Anglia, UK; Murdoch University, Australia; University of Queensland, Australia; and WWF Guianas).

In 2018/2019, one of our SBS PhD students submitted an essay on ‘Modern Slavery’ for the Annual Responsible Business and Management Writing Competition organised by PRME Chapter UK and Ireland in collaboration with Oxford Brookes Business School as per the abstract below:

Abstract

Slavery has been with us throughout history and even abolishment and making slavery illegal could not end thousands years of slavery – it is just more hidden today (Bales 2007). Exploitative practices such as sexual exploitation, human trafficking, and forced labour, and abuse of power are different forms of modern slavery (New 2015; ILO 2018). Ending Modern slavery is target 8.7 of 2030 Agenda for Sustainable Development Goals (SDG), and therefore, this manuscript provides a discussion of the connection of modern slavery and forced labour with SDG principles; the national regulations that have been set to combat modern slavery and forced labour; and the challenges firms face to comply with anti-slavery regulations.

Building our impact

Our Impact Strategy focuses on embedding a culture of long-term impact in academic thinking and producing high quality impact. In March 2017, we put into place a strategic plan to support the development of impact cases, including impact case committee, resources and activities and a broad range of educational activities to develop the skills of our academics for writing impact cases.

As a school we pursue two objectives:

1. To develop our staff so that we can evolve our current pool of candidate cases to 8-10 quality impact cases;
2. To develop and embed a culture of impact, alongside the more established focus on traditional academic outputs, within the School.

Significant examples of impact case studies:

Case Study 1: Our work on artisanal and small-scale mining in sub-Saharan Africa is impacting on literally hundreds of thousands of people. This work, led by Professor Gavin Hilson has given a powerful voice to over half a million women in this industry in Mali and is having a positive impact on numerous stakeholders from policy makers and regulators through to those who own and work in the industry;

Case Study 2: The research led by Professor Lampros Stergioulas in the field of Business Intelligence Tools is supporting better decision making for doctors, nurses, managers and administrators in primary health care leading to massive reductions in errors being made, significant cost savings and better health outcomes across 40 surgeries who serve over half a million patients in London;

Case Study 3: Dr Ying Zhou's research on employee involvement is having a positive impact in Europe's largest employer, the National Health Service. With an emphasis on improving quality in healthcare for all, Dr Zhou's work has shaped government policy in the UK and Wales and has been influential across the whole of the G20 through the Ankara Declaration in 2015.

PRME Principle 5: Partnerships

Creating partnerships and facilitating dialogue with a variety of stakeholders underpin all our activities. As an applied business school, we aim to ensure the relevance of our teaching and research through engagement with businesses and other outside stakeholders.

The following are some of the significant initiatives we have undertaken to meet our commitment to the Principles for Responsible Management Education (PRME-UN):



Our new Surrey Innovation and Digital Enterprise Academy – The SurreyIDEA – is the first of its kind in Europe. SurreyIDEA is inspired by, and developed from, our highly successful Young Person's University programme, which we have run at SBS every July since 2015.

The aim of SurreyIDEA is to transform business education in order to transform the lives of non-traditional students who will come into SBS for the first time. SurreyIDEA runs a range of award bearing programmes ranging from an undergraduate programme in Enterprise Creation, an MSc programme in the Commercialisation of Intellectual Property and an accelerated PG Diploma on Management Practice built around a problem-solving methodology.

In late July and August 2019, over 30 students from across the University of Surrey took part in SurreyIDEA's inaugural summer school based on the business model canvas at SBS. Both students and businesses worked with a range of academics across the Business School and the University and a range of coaches, mentors and advisors from both private and public sector organisations in order to come up with impactful, innovative and realistic solutions to the business problems posed.

In Autumn 2019, we launched SurreyIDEA in a day programme with the aim of engaging up to 500 15-17 years old from up to 20 schools, charities and community organisation to spend a day in the SurreyIDEA space working on a digital business challenge.

We have also made a commitment to launch our SurreyIDEA '**Social Impact Hub**' to support new and existing social entrepreneurs in establishing and developing sustainable social enterprises by giving them access to tools, resources and dedicated workshops and mentoring programmes suited to their needs.

Social Storm Hackathon 2018

In November 2018, Social Storm brought together 95 students from nine universities across Guyana, UK, Belgium, Pakistan and Malaysia. Students in multinational teams collaborated for 24 hours to design, research and pitch solutions to two Sustainable Development Goals: SDG 4 Quality education and SDG14 Life below water. The idea from team 'SeaBricks' involved transforming plastic waste, collected in and around the Mediterranean into low cost and durable building materials. The winning students represented the University of East Anglia, University of Surrey and Artevelde University College Ghent.

Enactus Surrey

Enactus Surrey is a student society at the University of Surrey that creates social enterprises focused around environmental, economic and social sustainability. SBS students from both undergraduate and postgraduate programmes take part in local and international projects to help addressing social and or environmental challenges.

Our students are currently working on an international project 'Source' based in the Philippines and targets communities who are deprived of light. Source aims to tackle this problem through creating solar bottles which refract light into the house during the day whilst charging an LED light to be used at night. This aims to improve the lives of many and empower the lives of much more. Some examples of our local projects **include** 'Jumpstart' tackling youth unemployment in Guildford. This project involves 1:1 mentoring and 7 weeks of workshops with beneficiaries, providing them with skills to find employment



PRME Principle 6: Dialogue

We continue our dialogue with our internal and key stakeholders to improve our performance in the areas of sustainability. In May 2019, the University of Surrey launched its first Staff and Student Sustainability Survey to gauge different opinions on general sustainability issues, perceptions of sustainability at the University, and workplace behaviours relating to energy and waste.

Key facts:

- Over 1,400 staff and students completed the survey. This includes students from SBS on both undergraduate and postgraduate programmes;
- Climate change was considered the most serious problem out of a range of local and global issues;
- 95 per cent of respondents agreed that sustainability should be one of the key considerations for UK universities;
- 80 per cent said that good sustainability credentials would make a university a more attractive place to work and study;
- Over 80 per cent of respondents said it was important to behave in an environmentally friendly way. However, most of them did not believe that their colleagues or peers care about, nor engage in environmentally friendly behaviour.

Speaking about the impact of the survey, Tom Parrott, our Head of Sustainability, said:

“We would like to thank all those who participated, particularly those who wrote comments or contacted us separately to share their thoughts. The insights gained will help us to determine how we engage with staff and students in the upcoming academic year. Together, we can improve the environmental performance of the University.”

Future Goals and Objectives (2020-2021)

Research

- We will continue to forge interdisciplinary research committed to cutting edge, high impact research, teaching and engagement that support organisations in developing and implementing sustainable strategies;
- We will continue to develop partnerships with the full range of University and External stakeholders;
- We will continue to invest in pioneering research because we are dedicated to improving business practice and creating a sustainable and positive change;
- We will continue to grow our cohort of PhD students in the areas of sustainable enterprise.

Teaching

- We will continue to offer a variety of degree courses designed to equip students with knowledge and skills, and awareness of their actions on society and the environment;
- We will continue to deliver consistently outstanding, teaching, learning and outcomes for our students;
- We will continue to embed the Principles for Responsible Management (PRME-UN) in our methods of learning and teaching.

PRME Contact

Dr Zeineb Cox

Lead for Ethics, Responsibility and Sustainability (ERS)