



University of Essex

**ESSEX
BUSINESS
SCHOOL**

PRME **Report**

Sharing Information on Progress
October 2017

A SNAPSHOT OF ESSEX

The University of Essex has established a worldwide reputation for top-quality teaching and research since being founded in 1964. Over the past five decades we have grown to more than 11,000 students, including over 3,000 postgraduates, who come from all over the world to study at one of our three campuses in Colchester, Loughton and Southend.

Excellence in Education and Research

Essex is part of a select group of UK universities that excel at both teaching and research. We're proud to be rated Gold in the Teaching Excellence Framework (TEF 2017)* and ranked Top 20 for research excellence in the Research Excellence Framework (REF 2014).

This highlights our commitment to excelling at delivering fantastic degree courses to our students and confirms our position as a dual-intensive university – recognised for offering a transformational education and outstanding research. Being strong at both teaching and research means our students will learn from and work alongside our world-leading teachers and researchers as part of the inspiring educational experience we offer all of our students in our global community.



“We are an internationally-oriented, research intensive university with a commitment to excellence in research and research-led teaching, to the personal development of all our students, and to offering an outstanding campus-based student experience.”

Professor Anthony Forster
Vice-Chancellor

TOP 15
in England
for student
satisfaction
(NSS 2017)

TOP 20
for research
excellence
(REF 2014)

GOLD
for teaching
excellence
(TEF 2017)

Our mission

To become a leading business school, we prioritise student outcomes and conduct impactful research, relevant to business practice. We focus on the employability of students to further their professional development. Our students and staff continuously collaborate to deliver student outcomes.

We maintain, and where necessary improve, the diversity of our staff and students to nurture the learning community.

We forge links with regional, national and international businesses and institutions to improve practice, enhance our research and increase the employability of our students.

ESSEX BUSINESS SCHOOL

Committed

Essex Business School (EBS) offers a unique setting for the study of business subjects and is committed to nurturing the next generation of business professionals. Essex Business School sits at the heart of the University of Essex, a top five university in the UK for social science research (REF 2014). Our academics are world-leaders in their fields and pioneer research that benefits society as well as making an impact on wider, global issues.

International

We're a growing, ambitious international community of more than 2,000 students, academics and practitioners from around the world. Our students and staff build lifelong networks of international contacts. We celebrate international culture and our teaching explores business practices in both established and emerging economies. Together, our students can develop a global mind-set needed for international business careers.

Engaging

Our flexible, supportive and collaborative approach is designed to engage the most inquisitive minds. Student at Essex Business School are encouraged to challenge convention, ask tough questions and to consider the wider societal implications of business activity. These skills are the cornerstones of an Essex education, developed through interdisciplinary, research-led and creative programmes.

“Since its inception, a distinguishing feature of EBS has been its commitment to promoting sustainable and ethical management.

We welcome our relationship with PRME both as a reflection of our commitment, and as an opportunity to exchange ideas and best practices with the peer community.”

Professor Geoffrey Wood
Dean of Essex Business School



ESSEX BUSINESS SCHOOL COMMITMENT

Sustainable, long-term business strategies are at the heart of our teaching and research at the Business School.

Modules that focus on ethics and sustainability run alongside seminars organised by our interdisciplinary research centres that draw on the research and teaching expertise of internationally-renowned researchers across the University of Essex. Our zero carbon Essex Business School building at the Colchester Campus reflects our commitment to responsible business practices.

Sustainable Essex

Sustainability is a core principle of all of the research, teaching and business activities at the University of Essex. Through these activities, we seek a future for Essex as an educational model for healthy and sustainable living. Our University aspires to be one of the greenest in the country, and to act as an exemplar both to other institutions of higher education and to regional bodies. The need for more sustainable patterns of living and development sets enormous challenges for institutions and individuals. Sustainable development is not easy. Graduates of every discipline will have to address the sustainability agenda in one way or another, and we wish to equip those from the University of Essex with the best skills and leadership capacities to effect change in the future.

Alignment with PRME strategic direction

Essex Business School is proud to re-commit to the guiding principles of PRME:



PURPOSE

We will continue with our mission to educate our students to focus on the needs of both business and society.



VALUE

Our holistic approach to business education adds both economic value and recognises the social, ethical and environmental implications of business strategies and practices.



METHOD

Our teaching and learning methodologies equip our students with the insights to understand the broader implications of business strategies.



RESEARCH

Both theoretical and applied research can be found in Essex Business School. Much of our research addresses important issues and problems faced by commercial businesses, public sector bodies and not-for-profit organisations.



PARTNERSHIP

Our external partnerships extend from our Advisory Board to our many partner organisations. It is the development of these long-term client relationships that is key to our provision of a complete range of high quality services to both the business and not-for-profit community, including degree courses, training programmes, policy-oriented research, and consultancy services.



DIALOGUE

We have long been champions of a multi-disciplinary and holistic approach to business education, and regularly collaborate with colleagues across our own University, as well as with other higher education institutions, academic and professional bodies, students, media and national and international interest groups.

PROGRESS AND ACHIEVEMENTS

TEACHING Our learning environment

A focus on ethical, holistic and sustainable business practices underpins all of our teaching. We strongly believe that students should be engaged, active learners rather than passively absorbing lecture material. We believe that students learn best to think critically when they are presented with a blend of theory and practical application. We aim to establish an appreciation of often challenging theories by cultivating an understanding that these arise out of research into actual business contexts. Developing an understanding of the research process is integrated throughout our teaching in EBS. All of our courses are designed to encourage students to think critically not only about research design and methods, but also underlying epistemological and ontological assumptions.

For undergraduate courses, this learning is integrated into the delivery of topic or subject area modules, for example in seminar discussions of key research articles or case studies across all three years of the course. In our new undergraduate induction for first-year students, they are introduced to how they can become an 'active learner' via a research-led inquiry approach as the basis for success in higher education. Such an approach increasingly guides our teaching efforts to help students to move beyond textbooks, which are often written with a 'give me the right answers' approach, and move to a holistic view of business and being able to 'ask the right questions'.



Example Modules

BUSINESS ETHICS

This module introduces the concept of ethics in business, ethical codes of business conduct, the understanding of ethics across cultures, examples and case illustrations of ethical misconduct in business activities, implications of breach of business ethics, the notion of business ethics for new ventures and small firms.

The main aim of the unit is to enable students to acquire a critical understanding of the foundations of business ethics; to develop a sound understanding of both individual and social aspects of business ethics; to examine the historical context of ethical practices and applications; to develop an appreciation for new or alternative perspectives of ethics, particularly in relation to issues of globalisation and the wider context in which business and organisational life is located.

For postgraduate courses, this dimension of the research-based education is more formalised through dedicated research methods modules including, for example; The Philosophy of Management and Accounting and research evaluation projects.

These modules contribute to a research-led education in our School by providing students with an understanding of research design and methodologies that will enable them to evaluate the research papers they are reading. They also provide the basis for the individual research projects that are the cornerstone of all taught postgraduate courses at Essex.

MANAGING FOR ETHICS AND SUSTAINABILITY

The objective of this module is to equip students with an understanding of key issues and debates around ecological sustainability, governance and corporate ethics and responsibility, reflecting the fact that these discourses have been gaining in importance in the business world and society at large in recent years.

The module is distinctly inter-disciplinary in nature, taking into account that issues of ethics and sustainability have been discussed in a variety of academic disciplines as well as policy and managerial fields for a long time. This module will introduce a range of theories to understand the relationship between management and corporations on the one hand, and society and nature on the other. A range of practical cases and examples will be drawn on that range from environmental disasters to corporate greed and from executive pay to ethical bottled water. The module will be very interactive, while students are expected to engage with the topics discussed in a critical, theoretical and practical manner.



MANAGING ACROSS CULTURES

The overarching objective of this module is to enable students to enhance their understanding of the way in which globalisation and international business activities affect management and management practices across cultures. Managers increasingly find themselves working across borders which calls for a thorough understanding of issues that relate to cross-cultural management.

This module offers an intensive and interactive engagement with the meso-level of international business-related areas by considering several different phenomena that are affected by or affect successful management across cultures. Through the combination of lectures, group discussions and student-led presentations students will be invited to engage in an in-depth consideration of issues



Spotlight course: The Essex MBA

All too often businesses think of sustainability and internationalisation as additional things to be done or considered. We believe both are fundamental to any modern business. Sustainability makes sense to the planet and to the shareholders when integrated into the everyday approach of your business. Many businesses have demonstrated that sustainable initiatives are not only good environmentally but they also reduce overheads and deliver shareholder value. No business can ignore the opportunities and challenges of internationalisation, whether it is through suppliers or customers; taking an international dimension must become the norm for modern business. We will help our students to plan a sustainable, resilient business model.

SUSTAINABLE OPERATIONS

We have developed a module called Sustainable Operations, which looks at the triple bottom line and focuses on how sustainable goals can be good business practice.

Most of us manage some sort of operation, whether it is the main function of the organisation or processes in a supporting function. This module will equip you with the skills to manage operations in a sustainable way that helps deliver the triple bottom line of people, planet and profit. We introduce a range of models that help you manage a range of operations from high volume batch processing to low volume bespoke businesses. We consider both production and service organisations and address the increasing blurring of the distinction between the two.



“The aim of the MBA is to develop socially responsible entrepreneurs delivering sustainable business. Our flagship course, The Essex MBA has a twin focus of entrepreneurship and sustainability. These themes are the key drivers of our MBA and underpin all elements of the course. They should not be simply items on the business agenda, they reflect the way modern business is done, permeating all business issues. Our aspiration is to develop socially responsible entrepreneurs delivering sustainable businesses.”

Professor Nigel Pye
MBA Director

COMPANY VISIT

MBA students visited Adnams Brewery in Southwold in November 2016. The students were given a talk on the Adnams Sustainability story by Richard Carter, who heads up Finance and Sustainability for the company. The talk lasted for approximately one hour and students learnt about the company’s four-pillar approach to Environmental and Social Responsibility: Carbon; Water; Waste; Biodiversity.

The students then took part in tours of the brewery and distillery before being treated to lunch in the Adnams café. Students thoroughly enjoyed the visit.



RESEARCH IMPACT

At Essex Business School, our researchers think differently about business and management to develop innovative solutions for business challenges. The relevance of what we do is just as important as the scientific rigour of how we do it. We have a thriving international research community that investigates important problems faced by commercial businesses, public sector bodies and not-for-profit organisations. We explore issues from the local to the international level and strive to be instrumental in influencing the wider world across both the public and private sectors.

'Spotlight BLG Data Research Centre'

EXPLORING DATA. ENHANCING KNOWLEDGE. EMPOWERING SOCIETY.

The Business and Local Government Data Research Centre (BLG Data Research Centre) is funded by the Economic and Social Research Council (ESRC) and based at Essex Business School. ESRC provides a framework and support for data owners and researchers. This vibrant environment enables innovative research and supports business, local government and academics to harness the potential of complex big data where traditional analysis techniques may not apply. The Centre is collaborating with a number of academic researchers and partners on research projects that have a positive impact on local policy, business and society.

Mapping Essex County Council Green Space for Natural Capital Asset Check

The Centre carries out research on 'Mapping public access to green infrastructure' alongside other themes. One of the Centre's Co-Investigators, Professor Andrew Lovett working at University of East Anglia, and researchers Sarah Taigel and Gilla Sunnenberg, conducted research which presents a methodology for developing a green infrastructure database at a county scale. They completed this work with Essex County Council, and produced a research paper which discusses how it could be refined and extended in future work, and used by other County Councils. Essex County Council is now using the new green infrastructure layer to inform their forthcoming Growth and Infrastructure Plan. Since carrying out the initial piece of work, other County Councils have come forward to request that similar work be done with their region, and we are now actively working with two other Local Councils on a similar analysis. In training sessions, held at the University of Essex, Andrew has also taught data analysts from local councils how to carry out their own mapping using GIS and QGIS software.





RESEARCH IMPACT AWARDS

The very best examples of how Essex research is having a positive impact on peoples' everyday lives, were showcased at the Research Impact Awards.

Professor Shomit Saggar, Associate Pro-Vice-Chancellor Research, said: "The 2017 University Impact Awards show our impact agenda in action. Our 10 shortlisted entries display an abundance of engagement with research users and practitioners in a wide variety of sectors. Through painstaking research and carefully cultivated relationships, Essex is making a name for itself as a university that is committed to working with others to create knowledge that makes a difference."

This year's celebration includes the inaugural University research impact annual lecture – delivered by Dr Bobby Duffy, Global Director of the Ipsos MORI Social Research Institute. The awards and lecture signal the University's commitment to world class research that makes a difference to social and human welfare.

Dr Misagh Tasavori **Essex Business School** **Best International Research Impact** **Award Impact runner-up**

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For her work in helping students in Iran set up their own businesses after her major study revealed they lacked the entrepreneurial skills which could help their country prosper.

RESEARCH EXCELLENCE

Essex Business School has a world-class reputation for research combining the highest scholarly quality with relevance to practice. Both theoretical and applied research can be found in our School, with much of it addressing the important issues currently being faced by commercial businesses, public sector bodies and not-for-profit organisations. We are recognised for being at the forefront of research in these contemporary areas: business ethics and corporate social responsibility; organisation studies; leadership and strategy; finance and banking; risk management; and international management research.

The research groups at Essex Business School act as a focus for both research activity and excellence. Students and organisations alike can tap into this resource through regular talks, seminars and events held throughout the academic year.

We have several research centres and groups covering a range of contemporary business issues:

- Essex Accounting Centre
- Essex Finance Centre
- BAFA Accounting and Finance in Emerging Economies Group
- Centre for Global Accountability
- Centre for Work, Organisation and Society
- Management Science and Entrepreneurship Group
- Centre for Financial Econometrics
- ESRC BLG Data Research Centre



“The world-class research undertaken within our School informs learning, and provides our students with the critical thinking and the latest knowledge beyond what might be studied in textbooks. At Essex Business School we are committed to generating excellent research that makes an impact on the business and academic community and most importantly our wider society.”

Professor Claudia Girardone
Director of Research

RESEARCH ACTIVITIES

Growth through Social Innovation and Entrepreneurship

Dr Diane Holt's South African PhD Partnering Network for Inclusive Growth through Social Innovation and Entrepreneurship - The SASIE Programme and Network in partnership with university of Witwatersrand (Wits), University of Pretoria and Nelson Mandela Metropolitan.

The SASIE themes focus on the broad role of enterprise-based development models and in particular all aspects associated with social innovation, social entrepreneurship and enterprise based inclusive growth initiatives. Through this NRF-ESRC funded SASIE programme and network of global scholars we will exchange knowledge, network and collaborate.

The activities of the network include:

- Free workshops, talks, colloquiums and training activities in South Africa
- Ten South African PhD scholars from related areas will be sponsored to spend time at the University of Essex undertaking research training and development
- Ten UK students will spend time at one of the South African partner universities;
- Visits by supervisors from South Africa
- Presentations of SASIE research at UK conferences and Essex University



Essex Business and Human Rights Project (EBHR)

This is a university-wide engagement in the UN Global Compact Programme for Corporate Social Responsibility. Essex Business School supports an integrated approach with the broader aims of the UN Global Compact programme to which the University of Essex has signed up as an academic partner. Our School is working with other departments to further work the agenda to satisfy both PRME and the UNGC as a joint undertaking.

In terms of activities targeting both the aims of PRME and UNGC, the most notable effort is the focus of the Essex Business and Human Rights Project. The project is led by Professor Sheldon Leader (Law). Essex Business School supports the project with associate members from the School; Professor Neil Kellard, Emeritus Professor Prem Sikka, Dr Hardy Thomas and Professor Shahzad Uddin.

The EBHR project has a dedicated speaker series, whilst staff and external stakeholders engage in this initiative in various research and knowledge exchange projects. It aims to encourage dialogue across disciplines, and among actors from a broad range of backgrounds. It fosters research to bring the results of that research to bear on practical problems. It works on both national and international issues, and collaborates with partners in various parts of the world.



Australia and UK

NON-JUDICIAL REMEDIES FOR HUMAN RIGHTS ABUSES BY BUSINESS

EBHR is part of a three-year research project analysing non-judicial dispute settlement mechanisms for human rights abuses by businesses, particularly those operating outside of their home countries.

The Project is being conducted in partnership with Melbourne and Monash Universities in Australia, the University of Newcastle, the UK's Corporate Responsibility Coalition (CORE) and several leading NGOs including Oxfam Australia, ActionAid and the Federation of Homeworkers Worldwide. EBHR's contribution will be integral to formulating a recommendation for a UK Commission on Business and Human Rights.

SENEGAL

As an increasing number of mining companies are currently prospecting or doing business in Senegal, Amnesty International Netherlands has commissioned EBHR to produce a report on whether the internal legal framework is adequate to ensure human rights, social and environmental protection in light of international standards, in particular the ECOWAS Mining Directive.

The legal analysis considers a number of aspects including land rights, health and safety, right to water, environmental issues, gender, as well as the judicial and non-judicial remedies available to local communities affected by notably industrial mining activities. The initial desk-based research was followed by fieldwork investigation in Senegal.



Research relating to Corporate Social Responsibility

CORPORATE SOCIAL RESPONSIBILITY IN DEVELOPING ECONOMIES: DO INSTITUTIONAL VOIDS MATTER?

Professor Tazeeb Rajwani

The research by Professor Rajwani has found that the literature on comparative Corporate Social Responsibility (CSR) often assumes functioning and enabling institutional arrangements, such as strong government, market, and civil society, as a necessary condition for responsible business practices. Setting aside this dominant assumption, and drawing insights from a case study of Fidelity Bank, Nigeria, this paper explores why and how firms still pursue and enact responsible business practices in what could be described as challenging and non-enabling institutional contexts for CSR. The findings suggest that responsible business practices in such contexts are often anchored on some CSR adaptive mechanisms. These mechanisms uniquely complement themselves and inform CSR strategies. The CSR adaptive mechanisms and strategies, in combination and in complementarity, then act as an institutional buffer, which enables firms to successfully engage in responsible practices irrespective of their weak institutional settings.

Amaeshi, K, Adegbite, E and Rajwani, T (2016). "Corporate social responsibility in developing economies: Do institutional voids matter?" Journal of Business Ethics, 134 (1), pp. 135-15.

VARIETIES OF CSR: INSTITUTIONS AND SOCIALLY RESPONSIBLE BEHAVIOUR, INTERNATIONAL BUSINESS REVIEW

An article by Professor Demirbag and Professor Wood points out that a central concern within contemporary socio-economics has been on the relationship between national institutional configurations and societal outcomes. In this paper, we assess the relationship between legal origin and a range of correlated indicators of social responsibility, focusing on socially responsible investing and voluntary charitable giving. We found that in Common Law contexts, lower levels of social responsibility than in Civil Law contexts, other than in the area of charitable giving, where the converse was the case. We explore the reasons for this distinction, and for the different patterns encountered in post-socialist Central and Eastern Europe. Based on the findings, we identify directions for future research.

Demirbag, M., Wood, G., Makhmadshoev, D., Rymkevich, O. (2017) Varieties of CSR: Institutions and Socially Responsible Behaviour, International Business Review, forthcoming.



Islamic Relief Worldwide

EBS researchers Dr Karim Shamsul and professor Vania Sena are working together with Islamic Relief on the research project ***'Poverty Reduction through Micro-Entrepreneurship Development: A Study on Islamic Relief's Experience in Bangladesh'***

Earlier studies found that necessity driven entrepreneurship helps to reduce poverty (Amorós & Cristi, 2013). In developing countries, a number of international organisations are working to bring out people from poverty trap by developing entrepreneurship. There are three main areas of interventions. These are: development of human capital, providing property rights, and access to finance (Cohen & Soto, 2007; World Bank, 2011). However, little of these experiences of poverty entrepreneurship are known and shared for wider learning. Islamic Relief Worldwide (IRW), is a Birmingham based international humanitarian and development organization working in 40 countries to reduce poverty among vulnerable communities. The organization has played an important role to improve the economic and social conditions of vulnerable women of the northern part of Bangladesh by 3 consecutive intervention projects to develop micro entrepreneurs started in 2005. This research study captures success factors of micro-entrepreneurs, challenges they face, impact of entrepreneurship on poverty reduction, and future challenges for sustainability of micro enterprises. A mix method approach is followed in this study.



SHARING KNOWLEDGE

KNOWLEDGE TRANSFER PARTNERSHIPS

We're especially proud of the collaborative projects we've been working on as part of the national Knowledge Transfer Partnerships (KTP) scheme, which connects UK companies and universities to solve business problems. We work with businesses to recruit high-calibre graduates, who work as Associates managing the projects under supervision from our academics and Company Supervisors. Around 75% of Associates are offered a full-time role within the company post-KTP, and they are integral in lending business experience to our postgraduate community. Associates often further their studies at Essex alongside the KTP project. Learn about just a few of the projects that we've been working on recently...

Social housing for the future

We recruited two Associates to work with Colne Housing Society and the Essex Housing Officers Group in order to develop a social research toolkit and a digital map which would help these organisations to visualise useful data on benefits, housing stock, and vacancies across Essex. These have helped them to make better-informed decisions about how to invest and to support planning priorities, for example to ensure that the more financially vulnerable get the greatest support.

Essex energy-saving

We want to make the world a greener place. We recently collaborated with AJ Energy, who help their clients to meet local and national energy-saving targets during planning applications or in existing buildings. We worked with a graduate and AJ Energy to develop a stand-alone piece of software in just a few months, which can produce an accurate energy audit within just a few minutes.

Business partnership case study

Professor Phil Hancock, Dr Pasi Ahonen and Dr Danielle Tucker have worked on a project to assist Essex Police with the pilot programme 'Mobile First'.

The team of Essex Business School academics worked with Essex Police in order to evaluate the introduction of mobile policing technologies across Essex and Kent. The academic team interviewed a sample of serving Essex officers to explore the impact that the introduction of smart phones - each equipped with bespoke policing apps - are having on their ability to more effectively, and transparently, police our streets. This research is the first step in developing sustainable ongoing relationship between the two organisations.



KNOWLEDGE EXCHANGE EVENTS

Intergenerational collaboration key to lifelong learning as working population ages

An Essex Business School academic is calling for a new approach to Continuing Professional Development (CPD) in response to the global ageing population.

Dr Manuela Nocker, Senior Lecturer in Organisation and Sustainability, used her keynote speech at the International Dialogue on Labour Law Conference (IAD 2016) to argue that lifelong learning initiatives are failing to meet the needs of older employees.

A lack of funding was identified as a key issue, with Government vocational training schemes largely targeting under 25's.

Changing employment trends are also a contributing factor, with over 50s increasingly subject to non-standard working arrangements, such as zero hour contracts, where training is not provided. This can lead to older employees turning to informal types of learning, such as developing a new skill at home, which often goes unrecognised and unrewarded by managers.

Dr Nocker suggests that a solution could be better intergenerational collaboration in the workplace.

She said: "For the first time, we have at least four generations coexisting in the workplace. There is much that these people can teach each other, if permitted the opportunity and if we can overcome generational stereotypes. We should be asking, 'do Baby Boomers prepare Generation X for leadership?' 'What do Millennials and Generation Y expect from work compared to previous generations? How do they approach work'?

"By acknowledging the differing learning needs of younger and older employees, and fostering collaboration between generations, organisations will be in a better position to reduce the risk of knowledge loss. Taking lifelong learning seriously means thinking about new ways of funding training in an era of spending cuts, but also containing the increasing social divide between generations in the future of work."

Now in its eight year, IAD 2016 took place in Bolzano, Italy. Dr Nocker was invited to speak at the event, organised by AFI-IPL, a public institute for applied research in employee relations, and the Free University of Bozen-Bolzano.

Dr Nocker was joined by employment law experts from across Europe, as well as regional trade union representatives, public sector leaders and heads of trade associations.



Dr Manuela Nocker
from Essex Business School

SUSTAINABLE ESSEX

Green Impact Sustainability Programme

The Green Impact programme is designed to raise awareness of sustainability and encourage staff across the University to participate in pro-environmental actions. Teams are asked to complete a range of criteria throughout the year, and can achieve a Bronze, Silver or Gold award. From ensuring unused electrical equipment is switched off when not in use and reducing paper use to running events and tailored projects, teams are helping to build an environmentally-conscious community at the University. Students are encouraged to volunteer, with many working around the University with departments to support them in completing actions, or even taking on a coordinating role. In 2016/17, 35 departments participated, with Essex Business School achieving a Bronze award for a second year.

Professor Jules Pretty, then Deputy Vice-Chancellor, and Professor of Environment and Society, presented the awards and explained the importance of environmental issues and how natural spaces can positively impact us. The ceremony rewards teams who made huge contributions to reducing the University's carbon footprint in an incentive to reduce carbon emissions by 43% by 2020.

Sustainability Projects Assistant Daisy Malt said: "We are delighted to celebrate the achievements of the teams who took part – we've a record 37 awards to give out this year, ranging from Working Towards Bronze, all the way up to Gold Projects.

We have already begun developing next year's programme; aiming to further integrate with other University programmes and strategies, increase student involvement and continue to raise the profile of sustainability on campus."





Sustainable Business School

We don't just talk sustainability and ethical business, we live it. Our Colchester home is the UK's first zero carbon business school building and its design reflects our commitment to responsible business practice in both our teaching and research.

Our stunning winter garden and Eden-like dome gives the building its own micro-climate and our rainwater pond recycles water for use in our plumbing. More than one tonne of carbon is saved per day through the building's energy efficient design and low carbon technologies.

STATE-OF-THE-ART FACILITIES

Spread over 5500 square meters and set around a lush winter garden the building features:

- Bloomberg Financial Market Lab - much more than a virtual trading floor; gain access to Bloomberg business data, information and analytics used by accountants, managers and marketers across the globe
- dedicated Student Services Team and enquiry desk
- study pods and innovation booths for group-working
- Bonds café
- a postgraduate study area, providing IT access and quiet space for research students to work
- a dedicated MBA study area



AN OUTSTANDING WORKSPACE FOR BUSINESS INNOVATION

Located opposite the Knowledge Gateway research park, the building offers a hub for local and regional businesses to engage with our students:

- discuss knowledge transfer projects with our academics and students host workshops and conferences within a high profile building at the
- forefront of business teaching and research



CONCLUSION

The future

Essex Business School places community and ethical values at the heart of business education.

- We shall continue to develop our curriculum to embed PRME within all our undergraduate and postgraduate courses.
- We shall continue to engage in research that explores the impact of firms on stakeholders, and which seeks to promote mutuality in gains.
- In our new Executive Education provision, we will promote the sustainable managerial practices.
- Through our University's new zero carbon building, and on-going expansion projects we shall continue to practice, as well as teach, sustainability.



PRME Report

October 2017

REPORTING

Dr Manuela Nocker

Senior Lecturer in Organisation
and Sustainability

Professor Geoff Wood

Dean of Essex Business School

Chloe Warren

Marketing Officer, Essex Business School