### **Scheme of Work**

**COURSE:** ABE Level 6 Business Ethics and Sustainability

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|  **Element, Learning Outcome and assessment criteria** | **Session title** | **Topics covered** | **Approx.****Duration** | **Session Plan** | **Resource** | **Formative Activity** |
| Element 1LO 1 AC 1.1  | Western approaches to business ethics | Defining business ethicsNon-Consequentialist theories:- Ethics of duty/Kantianism- Ethics of rights and justiceConsequentialist theories:- Egoism- Utilitarianism- Virtue ethics | 4-5 HOURS | 6UBES E1 Session Plan 1 | 6UBES Presentation E1 | 6UBES E1 LO1 Activity 1 – Kantian Views on Leadership |
| Element 1LO1AC 1.2 | Eastern approaches to business ethics | Eastern versus western theoriesConfucianism values:- Hierarchical social norms- Collectivism | 4-5 HOURS | 6UBES E1, Session Plan 2 | 6UBES Presentation E1 | 6UBES E1 LO1 Activity 2 – USA and China Role Play6UBES E1 LO1 Activity 3- Global Cultural Differences |
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| Element 2LO 2AC 2.1 | **Core principles of Corporate Social Responsibility and contributions of key models** | Defining CSRCore principles of CSR: key areas for concernCarroll’s of CSR model:- economic responsibilities- legal responsibilities - social responsibilities- philanthropic responsibilities Economic/Philanthropic model - Friedman’s Shareholder theoryFreeman’s Stakeholder theoryStakeholder - MendelowCSR Codes of Practice/policies | 4-6 HOURS | 6UBES E2, Session Plan 1 | 6UBES Presentation E2 | 6UBES E2 LO2 Activity 1 – CSR Principles – The Ethics of Outsourcing6UBES E2 LO2 Activity 2 – Stakeholder versus shareholder6UBES E2 LO2 Activity 3 – CSR Principles – Stakeholder versus Shareholder |
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| Element 3LO 3AC 3.1 | **Benefits/drivers and Global Reporting Initiatives** | Defining CSR reportingDrivers of reportingBenefits of reportingInternational reporting initiativesGlobal Reporting Initiative  | 4-5 HOURS | 6UBES E3, Session Plan 1 | 6UBES Presentation E3 | 6UBES E3 LO3 Activity 1 – CSR Reporting GRI Indicators |
| Element 3LO3AC 3.2 | **Effectiveness and trends in reporting** | Effective reporting- Integrated reportingTrends in CSR reportingMajor current issuesDigital reporting | 4-5 HOURS | 6UBES E3 Session Plan 2 | 6UBES Presentation E3 | 6UBES E3 LO3 Activity 5 – Integrated Reporting6UBES E3 LO3 Activity 4 – CRS Reporting Challenges by Sector6UBES E3 LO3 Activity 2 – CSR Reporting - Twitter6UBES E3 LO3 Activity 3 – CSR Reporting – Hotels and Other industry practices |
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| Element 4LO4AC 4.1, 4.2 and 4.3 | **Sustainable development principles** | Defining Sustainable development principlesKey global initiatives:- C40 Cities- United Nations Global Compact- 2030 Agenda for Sustainable Development- Sustainable Development Goals  | 3-4 HOURS | 6UBES E4 Session Plan 1 | 6UBES Presentation E4  | 6UBES E4 LO4 Activity 4 – Key Global Initiatives |
| Element 4LO4AC 4.1, 4.2 and 4.3 | **The business case and challenges to sustainability** | The business case for triple bottom line sustainabilityChallenges to implementing sustainability  | 3-4 HOURS | 6UBES E4 Session Plan 2 | 6UBES Presentation E4 | 6UBES E4 LO4 Activity 1 – Sustainable Development: Global Differences6UBES E4 LO4 Activity 5 – Sustainable Development: The Debate |
| Element 4LO4AC 4.1, 4.2 and 4.3 | **Sustainable development goals compass** | SDG Compass – overviewSDG Compass: Step 2 value chain analysis SDG Compass: Step 3 Define goals SDG Compass Step 4: Integrate sustainability into core business functionsSDG Compass step 5: Report and communicate | 3–4 HOURS | 6UBES E4 Session Plan 3 | 6UBES Presentation E4 | 6UBES E4 LO4 Activity 2 – Sustainable Development: Strategy |
| Element 4LO4AC 4.1, 4.2 and 4.3 | **Sustainability codes and practice** | Implementing sustainability – student presentationsSustainability codes/policies  | 3-4 HOURS | 6UBES E4 Session Plan 4 | 6UBES Presentation E4 | 6UBES E4 LO4 Activity 3 – Sustainable Strategy 2 |
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| Element 5LO5AC 5.1 | **Organisational culture and ethics**  | Organisational culture indicatorsNational culture (Hofstede’s dimensions)Global cultural differences: attitudes to corruption | 3–4 HOURS | 6UBES E5 Session Plan 1 | RESOURCE – Element 5 LO5Slides 1-10 | 6UBES E5 LO5 Activity 7 – Management Applications – Ethical Dilemmas6UBES E5 LO5 Activity 1 – Hofstede’s Dimensions of National Culture |
| Element 5LO5AC 5.1  | **Leadership and ethics** | Defining ethics and leadershipCharacteristics of ethical leaders Influence of personal andorganisational values | 3–4 HOURS | 6UBES E5 Session Plan 2 | RESOURCE – Element 5 LO5Slides 11-16 | 6UBES E5 LO5 Activity 2 – Management of Applications of Business Ethics - Leadership |
| Element 5LO5AC 5.2 | **Marketing and ethics** | Defining ethical marketingConsumer privacyMarketing MixProductPricePlacePromotion  | 3–4 HOURS | 6UBES E5 Session Plan 3 | RESOURCE – Element 5 LO5Slides 17 – 22 | 6UBES E5 LO5 Activity 3 – Management of Applications of Business Ethics - Marketing |
| Element 5LO5AC 5.2 | **HRM and ethics** | Defining HRM and ethicsHuman Resource Management:- discrimination- sexual and racial harassment - equal opportunities and affirmative actions-reverse discrimination-employee privacy- due process and lay offs- employee participation and association- working conditions - fair wages-freedom of conscience and freedom of speech-the right to workModern Day Slavery | 3–4 HOURS | 6UBES E5 Session Plan 4 | RESOURCE – Element 5 LO5Slides 23 - 31 | 6UBES E5 LO5 Activity 6 – Equality of opportunity6UBES E5 LO5 Activity 5 – Employee Privacy - The Debate6UBES E5 LO5 Activity 4 – Management of Applications of Business Ethics - HRM |