



# Academic Freedom Policy

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<b>Next review due</b>	01 December 2024
<b>Related policies</b>	<ul style="list-style-type: none"><li>– Freedom of Speech Policy</li><li>– Equality and Diversity Policy</li><li>– Academic Appeals Policy</li><li>– Learning Teaching and Assessment Policy</li><li>– Student Handbook</li></ul>
<b>External reference points</b>	Section 43 of the Education (no.2) Act 1986 Education Reform Act 1988 Section 202 Public interest governance principle I

## **1. Purpose**

The purpose of this policy is to ensure that academics and students at Trent Education Centre (TEC) feel able to exercise academic freedom without fear of negative reprisals, such as being dismissed from their job, losing chances for promotion or any other benefits that they might otherwise have been entitled to or considered for. This policy ensures that TEC complies with the Education Reform Act 1988 Section 202 and the Office for Students' public interest governance principle I on Academic Freedom. In accordance with this principle, all academic staff and students at TEC:

*“have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges they may have at their institutions”*

TEC believes that academic freedom is an essential prerequisite for rigorous academic study and development, and it forms an essential element of the College's learning, teaching and assessment strategy. TEC intends to create an environment where challenging assumptions of orthodox views through academic enquiry and critical thinking are proactively encouraged. This extends to the legal expression of views which other people may disapprove of or dislike.

## **2. Scope**

This Policy applies to all staff members and stakeholders at TEC, whether employed permanently, temporarily or in an advisory capacity. It also applies to external visitors that may be invited to speak at the College. It is designed to provide academic staff with reassurance and guidance on how academic freedom is encouraged, supported and protected at the College. This policy should be read in conjunction with the TEC Freedom of Speech Policy, which relates to the right to free speech more broadly for every stakeholder at TEC. In particular, the Course Committees and Student Council will report on their ability to debate ideas freely to the Academic Board, which reports on Academic Freedom to the Board of Governors.

The Operations Committee and Marketing & Business Development Committee report on Freedom of Speech in general to the Senior Management Team, which reports to the Board of Governors. See the Freedom of Speech Policy for more details.

## **3. Responsibilities of Academic Freedom**

Academic freedom comes with responsibility for staff and students to avoid discrimination, be inclusive and tolerant of opposing views and maintain high standards of academic integrity. Academic staff are required to treat students fairly and equitably. Academic staff are expected to respect each other's opinions and to foster an atmosphere of free and open debate. When expressing an academic opinion, staff should be clear that they are not expressing an opinion of the College. Academic staff should also commit to the following:

- Attempt to provide students with the broadest possible range of views about any topic
- Encourage students to engage in the free exchange of ideas with you and their colleagues
- Avoid conflicts of interest by making appropriate disclosures if necessary
- Be fair and impartial when appraising the ideas of others

#### **4. External Speakers**

The College is committed to ensuring that external speakers with a range of views are allowed to speak at events hosted at our Study Centres. Despite this, the College will comply with its prevent duty, which means that any external speaker will be vetted to ensure they do not pose a risk of encouraging extremism. The College will impose minimal restrictions on events and activities that students and staff wish to run at the College, including the invitation for guest speakers to appear. The following conditions will be required:

- Any event involving external speakers that stakeholders wish to hold, will be reviewed and approved by the Academic Board, which reports to the BoG.
- All external speakers will be subject to Safeguarding and Prevent checks before being permitted to participate in events or activities at the College.

#### **5. Practicing Academic Freedom**

The College will practice Academic Freedom through the following:

- Hosting events including debates and inviting a range of speakers with different views
- Ensuring that teaching and assessment materials encourage critical thinking in students
- Encouraging student engagement with academic decision making through representation on the Academic Board
- Providing ethical oversight of research practices through the TEC Research Ethics Committee (REC).

#### **6. Code of Practice**

All members of staff have the right to express opinions which may be considered annoying or offensive, as long as they are not unlawful. It is generally considered a breach of this code of practice for any person at the College to take steps against another person due to their opinion or lawful expression of their opinion, apart from non-violent persuasion.

All staff must comply with the Counter-Terrorism and Security Act 2015, and the Equality Act 2010, to ensure that they do not promote extremism or discrimination. The College would also urge all its stakeholders to exercise respect, tolerance and kindness to others. At all times, the College's priority will be the safety, health and well-being of its students, employees, other stakeholders and visiting members of the public.

## TEC - External Speaker Approval Form

To be completed by staff wishing to invite a guest speaker to the College to speak to students.

TEC staff member completing this form	
Date completing this form	
External speaker's full name	
Organisation or affiliation	
Proposed topic for the event	
Date and time for the event	
Who will be invited to attend	

1. There is no reason to believe this person is unsuitable to come and speak at TEC **YES**  **NO**
  2. TEC has a copy of the speakers CV, passport ID and proof of address **YES**  **NO**
  3. The speaker is competent to speak on the proposed subject **YES**  **NO**
  4. The speaker has either provided a copy of their Prevent Duty certificate **YES**  **NO**
- Or*
5. The speaker has been inducted on Prevent by a qualified TEC staff member **YES**  **NO**
  6. The speaker has read the TEC Academic Freedom Policy **YES**  **NO**
  7. Please comment on the reason for inviting the speaker to TEC?

Approved by Academic Board Member **YES**  **NO**

<b>Name</b>	
<b>Signature</b>	
<b>Date</b>	