

Consumer



## **LONDON BROOKES COLLEGE**

### **Academic freedom and collegiality**

#### **1.0 Academic freedom**

Through its commitment to academic freedom, the College is committed to ensuring that academic staff and other members of the College 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. It is similarly committed to ensuring that staff have the right to criticise the functioning of higher education institutions, including their own, without placing themselves in jeopardy.

#### **2.0 Collegiality**

Through its commitment to collegiality, the College is committed to ensuring that members of staff have the opportunity to make their voice heard, directly or indirectly, on any matter of concern to them, and in particular to ensuring that they are consulted on the development of strategy and on matters of policy and principle, including the basis on which resources are allocated. Specifically, the College is committed

- to ensuring that academic decisions are taken by the Academic Board committee.
- to encouraging regular and effective staff meetings in the College, and to encouraging staff engagement in the development of strategy, planning submissions and other strategic and policy issues;
- to encouraging members of the College to contribute to decision-making.
- to mechanisms for regular and effective consultation and negotiation with staff

#### **3.0 Key Principles**

The College is a teaching and learning institution in which scholarly activity is supported to ensure that the appropriate level of academic standards is maintained and enhanced. Within and consistent with the College's strategies, policies and terms and conditions of employment and/or enrolment, the College supports and protects:

- Freedom in teaching and discussion.
- Freedom in publishing and carrying our research.
- Freedom of expression.
- Freedom to participate in professional and representative academic bodies, including College recognised trade unions.

#### **4.0 Responsibilities of Staff and Students**

Academic freedom is qualified to the extent that it must co-exist with the College's other values, strategies, policies and terms and conditions. In the exercise of academic freedom, the College

expects its staff and students to be mindful of the following responsibilities:

- ❖ To keep an open mind at all times;
- ❖ To ensure academic debate is conducted through rational enquiry and supported by demonstrable evidence;
- ❖ To comply with the College's Ethics Policy and related procedures when conducting research;
- ❖ To recognise and articulate clearly where personal belief impinges upon academic debate and judgement;
- ❖ Not to attempt to impose a set of beliefs on others;
- ❖ Not to encourage or incite extremist views where these are deemed likely to draw people into terrorism;
- ❖ To listen and take account of views and arguments which challenge those personally or institutionally held;
- ❖ To ensure that professional or academic activities do not conflict with the law or with the College's policies and procedures;
- ❖ To obtain approval from the Research Committee to publish academic research in the College's name;
- ❖ If communicating in public, staff and students should indicate clearly that they are not communicating on behalf of the College, unless expressly authorised to do so.

Staff or students who infringe these responsibilities, including by bringing the College into disrepute, may be subject to the College's disciplinary procedures or other policies and procedures as appropriate.

## **5.0 External Speakers and Freedom of Speech on Campus**

Anyone organising an event that involves a speaker or speakers to be hosted by the college must ensure that Preventing extremism and radicalisation procedure is followed. This includes external speaker events on external premises but associated with the name of the College. All such events should have an External Speaker Booking Form completed and submitted to the principal for approval.

## **6.0 Monitoring and Evaluation**

The Academic Board will review this policy annually. It is the responsibility of the Academic Board to ensure that this policy is implemented effectively, as part of its oversight of the maintenance of appropriate academic quality and standards.