



LONDON
COLLEGE OF
INTERNATIONAL
BUSINESS
STUDIES



Academic Freedom Policy

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The College recognises and values the principle of Academic Freedom, the legally-established right of members of academic staff to express their opinions without fear of repercussions such as losing their jobs because of other people's hostility to those views.

The London College of International Business Studies (LCIBS) has based this policy upon Sections VI and VII of the Recommendation concerning the Status of Higher-Education Teaching Personnel adopted by the General Conference of the United Nations Educational, Scientific and Cultural Organization (UNESCO) in Paris on 11 November 1997 and Section 202(2) of the Education Reform Act 1988.

Section 202(2) of the Education Reform Act 1988, requires the College "to have regard to the following needs:

- (a) to ensure that academic staff 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;
- (b) to enable qualifying institutions to provide education, promote learning and engage in research efficiently and economically; and
- (c) to apply the principles of justice and fairness."

Academic freedom and responsibility are essential to the full development of a college's academic staff and apply to teaching and creative activity and assigned services. In the development of knowledge and creative activities, an academic staff member must:

- Be allowed to fulfil their functions without unlawful discrimination of any kind;
- have freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without the need to weigh the potential consequences of their expressions of opinion for their continuing employment and without placing themselves in jeopardy of losing their jobs or privileges;
- be free to cultivate a spirit of inquiry and scholarly criticism and to examine ideas in an atmosphere of freedom and confidence.
- not be forced to instruct against their own best knowledge and conscience or be forced to use curricula and methods contrary to national and international human rights standards.
- have freedom of teaching and discussion,
- freedom in carrying out research and disseminating and publishing the results thereof,
- and freedom to participate in professional or representative academic bodies. However, staff must recognise the special responsibilities placed upon them and therefore should:
- accept the obligation to exercise critical self-discipline and judgment in using, extending, and transmitting knowledge;
- practice intellectual honesty.
- never seriously hamper or compromise their or others freedom of inquiry;
- encourage the free pursuit of learning and scholarship by all members of the community.

Acts or threats of physical force or other disruptive acts which interfere with campus activities, freedom of movement on the campus, or freedom for students to pursue their studies are the antithesis of academic freedom and responsibility as are acts which in effect deny freedom of speech, freedom to be heard, and freedom to pursue research of their own choosing to members of the academic community or to invited visitors of the community.

A College employee who believes that he or she does not enjoy the academic freedom that LCIBS endorses through this policy should raise his or her concerns with the Provost and

CEO, either in person or by email. If the concerns relate to suppression of academic freedom by the Provost and CEO, such complaints can be made to the Chair of the Governing Body. In addition, members of staff may also utilise the College's Whistleblowing policy.

Academic Freedom and Prevent

The Prevent policy (section 1.2 also covers academic freedom) is not intended to infringe on the academic freedom given to staff and students under this policy. The Prevent duty should not prevent the academic and balanced discussion of controversial issues such as religion, politics, or current affairs. However, staff are expected to ensure their academic content, course delivery, and behaviour:

- exemplify and promote the 'fundamental British values' of democracy, the rule of law, individual liberty, and mutual respect and tolerance for those with different faiths and beliefs;
- respect the rights of others in respect of protected characteristics (race/nationality, gender, sexuality, age, religion/belief, disability, pregnancy, and gender-reassignment), and comply with the responsibilities under the Equality Act 2010; and
- avoid promoting or giving a platform for furthering extremist ideologies or terrorism – i.e. calling the deaths of members of the British armed forces or vocal opposition to the above fundamental British values (including promotion of anti-Semitism, Islamophobia, or homophobia).

Linked policies

- Freedom of Speech and External Speakers / Events Policy
- Disciplinary Policy
- Anti-bullying and Harassment Policy
- Equality and Diversity Policy
- Prevent Policy