



WAVERLEY ABBEY COLLEGE

Academic Freedom Policy

Produced: April 2021

Review: April 2023 (or when new legislation proposed in the February 2021 White Paper 'Higher education: free speech and academic freedom' is enacted.)

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Academic Freedom Policy

Contents

1.	Introduction	3
2.	Academic Freedom	3
3.	Expression	4
4.	Limitations	4
5	Process	5

1. Introduction

This policy explains how the College manages academic freedom. It is underpinned by the Waverley Abbey College Statement of Vision, Mission and Values, available on the website, www.waverleyabbeycollege.ac.uk, and within the policy documents handbook. This policy should be read and understood in the context of that statement.

The primary aim of this document is to assist Waverley Abbey College in delivering an exceptional student experience in all aspects of each student's relationship with the College and so, in turn, help deliver the vision and mission of the College.

The College actively promotes academic staff and students to practise responsibly the tenets of academic freedom of expression. These tenets are central to the proper conduct of teaching, administration, research and scholarship. Implicit within these tenets is the freedom of academic staff and students to critique ideas both within and beyond the College.

1.1 Trust & confidence

It is acknowledged that the exercise of academic freedom of expression is core to the role and function of the College. Academic freedom carries with it, as with all rights and obligations, certain responsibilities, expectations and accountabilities. It is exercised within a relationship of trust and confidence.

1.2 Location

The policy covers all College-related activities whether they are based at the Waverley Abbey House or at a satellite site. The policy covers all aspects of the College's programmes regardless of where they take place.

1.2 Safeguarding

It is the responsibility of all staff members to understand their role in supporting safeguarding across all aspects of provision. This responsibility includes familiarising themselves with the appropriate procedures and other policies that support this overarching document.

2. Academic Freedom

Academic staff at Waverley Abbey 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 or recruitment and promotion.

[Education Reform Act 1988, section 202(2)(a)]

The College will follow the United Nations Educational, Scientific and Cultural Organisation (UNESCO) recommendation concerning the Status of Higher-Education Teaching Personnel (UNESCO, 1997).

UNESCO (1997) recommends the following rights, related to Academic Freedom:

- 2.1 Higher Education teaching personnel, like all other groups and individuals, should enjoy those internationally recognised civil, political, social and cultural rights applicable to all citizens.
- 2.2 Therefore, all higher-education teaching personnel should enjoy freedom of thought, conscience, religion, expression, assembly and association as well as the right to liberty and security of the person and liberty of movement.
- 2.3 They should not be hindered or impeded in exercising their civil rights as citizens, including the right to contribute to social change through freely expressing their opinion of state policies and of policies affecting higher education.
- 2.4 They should not suffer any penalties simply because of the exercise of such rights.
- 2.5 The maintaining of the above international standards should be upheld in the interest of higher education internationally and within the country. To do so, the principle of academic freedom should be scrupulously observed.
- 2.6 Higher-education teaching personnel are entitled to the maintaining of academic freedom, that is to say, the right, without constriction by prescribed doctrine, to freedom of teaching and discussion, freedom in carrying out research and disseminating and publishing the results thereof, freedom to express freely their opinion about the institution or system in which they work, freedom from institutional censorship and freedom to participate in professional or representative academic bodies.

3. Expression

In order to give expression to these commitments, so far as is reasonably practicable, access to the premises of Waverley Abbey College shall not be denied to any registered student or employee of the College or to any individual or body of persons invited to the premises of the College by a registered student or employee of the College on the following grounds: the beliefs or views of that registered student, employee or person so invited; or the policies or objectives of that body; except insofar as the expression of such belief, views, policies or objectives shall be unlawful and where it is reasonably anticipated that the unlawful expression of such beliefs, views, policies or objectives might occur on the relevant occasion.

Subject to section 4, below, it shall be contrary to the policy for any person or body to whom this policy applies to take any action other than by reasonable and peaceful persuasion or peaceful protest, to prevent any student or group of students from

attending any lecture, tutorial or other academic activity required by, or properly associated with, the course for which they are duly enrolled because of the lawful views held or expressed or which are reasonably likely to be expressed as part of that academic activity, whether or not it takes place within the College.

4. Limitations

The commitment to academic freedom and freedom of speech within the law is not absolute. In addition to affirming the College's commitment to promoting academic freedom and freedom of speech within the law, this policy also specifies circumstances in which academic freedom and freedom of speech might properly be restricted. The College may itself apply restrictions in circumstances where they are necessary for the College to:

- 4.1 discharge its obligations under the Education (No 2) Act 1986, The Education Reform Act 1988, or the Counter Terrorism and Security Act 2015
- 4.2 to safeguard the safety, health and welfare of its registered students, employees and other persons lawfully upon the premises or engaged in activities associated with the College, including giving effect to the safeguards set out in the Equalities Act 2010
- 4.3 to enable use of the College's premises to be consistent with maintaining and promoting the efficient conduct and administration of the College's functions.

Just as the College will not restrict debate or deliberation simply because the views being expressed might be considered unwise or even offensive, it also expects members of the College community to show commitment to this same principle by not obstructing or interfering with the rights of others to express views with which they might disagree profoundly. The principle of freedom of expression set out in this policy shall extend to the performance of the proper functions by all academic staff including visiting and guest lecturers legitimately present by invitation of the College.

5. Process

Any concerns relating to academic freedom will be reported initially to the College Director for informal discussion. Where necessary, any complaint will be followed up through the College Complaints and Appeals procedures.