

1. The Academic Freedom Policy draws upon:
 - The Equality and Human Rights Commission: Freedom of Expression (2019);
 - The Higher Education and Research Act 2017 (Section 2, 8 (a-c));
 - The UNESCO Recommendations concerning the Status of Higher Education Teaching Personnel (2008);
 - the CUC Code of Governance (2020);
 - the UUK report: Freedom of speech on campus: rights and responsibilities in UK universities (2011).

2. Pearson College recognises academic freedom as the right, within the law, of:
 - (A) the Institution to autonomy of governance to:
 - (i) conduct its day-to-day management;
 - (ii) determine the syllabus and curriculum of programmes and their supervision and assessment*;
 - (iii) determine the criteria for the admission of students*;
 - (iv) determine the criteria for the selection, appointment and dismissal of academic staff and apply those criteria in particular cases;
 - And
 - (B) of Academic staff to:
 - (i) question and test received wisdom, and;
 - (ii) put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing their jobs or privileges or of being subject to institutional or self-censorship because of student complaints.

3. The College also recognises that institutional autonomy and academic freedom bring with them obligations and duties. These include:
 - (i) respecting the academic freedom of others;
 - (ii) exercising academic freedom consistent with ethical and professional standards of behaviour, honesty and integrity.

4. In supporting the right to academic freedom, the College is aware of the intersection and abutment of academic freedom with other rights and freedoms such as freedom of expression and freedom from discrimination and harassment.

* PCL recognises that where it has chosen to enter into an agreement with an accreditation or awarding body, such as the University of Kent, the SRA, BSB or ACCA, the boundaries within which it may exercise its academic freedom are limited by the terms of those agreements.

5. The College has in place an Academic Freedom Infringements Referral and Review Procedure to enable academic staff to lodge a formal complaint if they feel their academic freedom is being unfairly constrained.
6. This policy is aligned to the following College policies:
 - (i) Freedom of Expression Policy;
 - (ii) Academic Freedom Infringements Referral and Review Procedure.
7. This policy and its associated procedures shall be reviewed annually and salient reports on infringements made to the Academic Board and Governing Body.

Person responsible	Deputy Vice Principal (Academic Affairs)
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