

## Academic Freedom Policy

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The rights and duties expressed within this policy apply to:

- All staff, students and directors of CE Ltd
- Any guest of CE Ltd including guest lecturers and speakers
- Any other person permitted to utilise CE Ltd's premises or resources or permitted to attend any event held at its premises; and
- CE Ltd events that are held on and off its premises.

CE Ltd is committed to promoting academic freedom and to ensuring that staff, students and directors have freedom within the law to question and test received wisdom and to put forward new ideas and controversial or unpopular opinions without detriment to themselves.

CE Ltd shall uphold academic freedom through mechanisms of institutional governance and by protecting the individual's rights of academic staff through this policy.

Academic freedom, as set out in this policy, includes the rights to:

- Freedom in academic discussion, including on sensitive and controversial issues, within the validated curriculum and its delivery
- Freedom to conduct and publish the results of research without commercial or political interference that would undermine the academic integrity of the research
- Freedom from censorship, including the right to express an opinion about CE Ltd or its programmes where there are concerns about academic standards or the quality of the student learning opportunities; exceptions apply where such opinions are vexatious and seek maliciously to damage the reputation of CE Ltd or The Christie's Group and/or staff relationships with students, clients, and/or professional, statutory or regulatory bodies
- Freedom to participate in professional and representative academic bodies including trade unions.

CE Ltd may apply restrictions to the provisions under this policy where these are necessary within the law to protect the rights and freedoms of others, and in particular:

- To discharge its obligations under the Education (No 2) Act 1986 or the Counter Terrorism and Security Act 2015; or
- To safeguard the safety, health and welfare of its registered students, employees and visitors, including giving effect to the safeguards set out in the Equalities Act 2010.

Breaches of this policy shall be reported to the International Managing Director (IMD) who shall provide an annual report to the Board of any breaches. He/she shall review the policy annually and recommend amendments to it for consideration by the Board as appropriate or necessary.

*Approved by the CE Ltd Board on 12 November 2018.*