



Statement on Academic Freedom & Collegiality

Lex House, 1-7 Hainault Street, Ilford IG1 4EL
Tel: +44 (0) 208 478 8222, Email: info@ciacademy.ac, Web: www.ciacademy.ac

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Academic Freedom

One of the prime purposes of post compulsory education is to facilitate academic freedom so as to extend knowledge, understanding and foster critical thinking. This freedom is essential to the process of facilitating expression of interest and this fostering of a civilised democracy.

This aspect of our institution is enshrined in this policy and binding by adherence to our accreditation bodies who have duly inspected these documents.

It is therefore understood by everyone in the CIA that staff, learners and other associates have the right to question the wisdom and foster new concepts, which may stimulate the desire for change. In doing this they should feel no impediment to their continued employment at the CIA. AS a further note the CIA has a clear procedure for whistleblowing which is on the staff intranet. So to summarise; academic staff at CIA 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 the provider.

Staff however, they must adhere to the policies on safeguarding and Prevent duties. They must in addition adhere to the normal employment practises relating to health and safety, safety at work, gender equality and equality and diversity at work. These assertions are to be found in The Health and Safety at Work Act 1974 and in all subsequent legislation appertaining to this issue.

Collegiality

Through this mechanism members of staff can voice their opinions on any subject that they wish and partake in strategic decision making with regard to the deployment of resources and the academic director of the CIA. To promulgate these ideals we hold regular staff meetings and notate them and receive feedback from a variety of sources.

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