



Academic Freedom Policy 2021-22

1. Policy Statement

- 1.1 NMITE is committed to promoting academic freedom and to ensuring 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 detriment to themselves and/or without placing themselves in jeopardy of losing their jobs or privileges they may have at NMITE.
- 1.2 NMITE will uphold academic freedom through mechanisms of institutional governance and by protecting the individual rights of academic staff through this policy.
- 1.3 At the level of an individual member of academic staff, academic freedom, as set out in this policy, includes the rights to:
 - i. Freedom in scholarly exchange, including on sensitive and controversial issues, within an academic context.
 - ii. Freedom to conduct and publish the results of research without commercial or political interference that would undermine the academic integrity of the research.
 - iii. Freedom from censorship, including the right to express an opinion about NMITE 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 NMITE, and/or their relationship with students, clients, and/or professional, statutory or regulatory bodies;
 - iv. Freedom to participate in professional and representative academic bodies.
- 1.4 NMITE 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:
 - i. To discharge its obligations under the Education (No 2) Act 1986 or the Counter Terrorism and Security Act 2015;and/or,
 - ii. 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.



- 1.5 Breaches of this policy shall be reported to the President and Chief Executive who shall provide an annual report to the Board of any breaches.
- 1.6 The policy will be reviewed and updated on an annual basis in accordance with NMITE's Policy Framework.