



CASPIAN
SCHOOL OF ACADEMICS

2025-26

**ACADEMIC FREEDOM
AND COLLEGIALLY
PROCEDURE 2.6**

May 2026



www.caspianschool.ac.uk

Procedure 2.6 Academic freedom

Through its commitment to academic freedom, the School is committed to ensuring that academic staff and other members of the School 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. It is similarly committed to ensuring that staff have the right to criticise the functioning of higher education institutions, including their own, without placing themselves in jeopardy.

However, academic freedom must be applied carefully and has limitations in practice. Academic staff should never make statements that are at variance with the institutional values of the school, which they have contractually agreed to support. In particular staff must be careful to ensure that they apply mutual respect to colleagues and opponents in debate and not promote views which can be interpreted as discriminatory in terms of gender, racial background, sexual orientation, age or any other personal characteristics. In addition, no views of an extremist or radical nature should be expressed in compliance with Procedure 5.4 Preventing extremism and radicalisation. Staff are encouraged to avoid controversial issues not related directly to their fields of study and if communicating in public they should indicate clearly that they are not speaking for Caspian School of Academics unless they are authorised to do so.

Collegiality

Accepting and sharing responsibility for creating a productive work setting within the department and institution result, at least to a great extent, from how well each member of the community carries his or her own fair share of the common workload. Collegiality is reflected in the relationships that emerge within departments. It is often evidenced in the manner in which members of the department interact with and show respect to one another, work collaboratively in order to achieve a common purpose, and assume equitable responsibilities for the good of the discipline as a whole. It is not an exaggeration to say that in higher education, collegiality is the cornerstone of professional work.

Through its commitment to collegiality, the School is committed to ensuring that members of staff have the opportunity to make their voice heard, directly or indirectly, on any matter of concern to them, and in particular to ensuring that they are consulted on the development of strategy and on matters of policy and principle, including the basis on which resources are allocated.

Specifically, the School is committed

- to ensuring that academic decisions are taken by the Academic Board
- to encouraging regular and effective staff meetings in the School, and to encouraging staff engagement in the development of strategy, planning submissions and other strategic and policy issues;
- to encouraging members of the School to contribute to decision-making, including consulting with the student body
- to mechanisms for regular and effective consultation and negotiation with staff.

External speakers and freedom of speech on campus

Anyone organising an event that involves a speaker or speakers to be hosted by the School must ensure that the Preventing extremism and radicalisation procedure is followed. This includes external speaker events on external premises but associated with the name of the School. All such events should have an external speaker booking form (attached) completed and submitted to the Principal for approval.

In allowing speakers to attend the School, the Principal will assess the event based on the understanding that they will act in accordance with this statement and all other relevant rules and regulations.

In deciding whether to approve an event, the School aims to abide by all relevant legislation, with particular to its duties to ensure freedom of speech with reference to the Education Act 1982, its duty to prevent people from being drawn into terrorism with reference to the Counter Terrorism and Security Act 2015 and its obligation to prevent individuals from discrimination under the Equality Act 2010.

It is the responsibility of the event organiser to ensure that all external speakers receive a copy of this statement and has their attention drawn to its contents. Failure by a member of staff or student to comply with this expectation will be treated seriously and may be subject to formal action under the CSA's normal disciplinary processes for staff and students.

External Speaker Form

This form should be completed by any groups wishing to bring someone onto campus to speak at a seminar. It is not to stop such a person coming to speak; it is instead to ensure that the correct arrangements can be put in place to allow such an event to take place safely.

Name of external speaker _____

Name of Student Group _____

Speaker details:

(This should include name, position and organisation they're related to, the subject they will be speaking about and any other information you think we need to be aware of. Please provide relevant web links where possible)

Name of Organiser _____

Contact Email _____

Contact telephone no. _____

Title of Event: _____ Date of Event: _____

Expected Attendance _____

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Suggested location of event: _____

(Please be aware that if the event is due to take place in School premises, they will make their own assessment and may require additional information and documentation from the group)

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For Office Use Only

Date entered on spreadsheet _____

Approved by _____

