



(Extract from ICON College Governance Manual)

The public interest governance principles

The College is required as a condition of registration to comply with the public interest governance principles of the Office for Students:

Principle	College practice
<p>Academic freedom: Academic staff at an English higher education provider have freedom within the law:</p> <ul style="list-style-type: none"> • to question and test received wisdom; and • to put forward new ideas and controversial or unpopular opinions <p>without placing themselves in jeopardy of losing their jobs or privileges they may have at the provider.</p>	<p>The College has a policy on Academic Freedom that is included in the Governance and Quality Assurance and Enhancement manuals.</p>
<p>Accountability: The provider operates openly, honestly, accountably and with integrity and demonstrates the values appropriate to be recognised as an English higher education provider.</p>	<p>The College adopted a Code of Ethics in 2020 and this is included in the Governance Manual.</p> <p>The College will produce and publish full financial statements from financial year 2020/21.</p> <p>The College publishes on its website the full minutes of its Academic Board and redacted versions of the minutes of the Board and its committees.</p>
<p>Student engagement: The governing body ensures that all students have opportunities to engage with the governance of the provider, and that this allows for a range of perspectives to have influence.</p>	<p>Students are represented at module level and above and on all committees leading up to and including the Academic Board. A student observer is also invited to attend the Board except for reserved matters (e.g., commercial in confidence and staffing matters).</p>
<p>Academic governance: The governing body receives and tests assurance that academic governance is adequate and effective through explicit protocols with the senate/academic board (or equivalent).</p>	<p>The Principal produces an annual report and this and the work of the Academic Board, chaired by the Principal, provides the Board with the assurance that is needed to provide its annual opinion on academic quality and submit it to the OfS. From academic year 2019/20 this is augmented by an Academic Board annual assurance report.</p>

<p>Risk management: The provider operates comprehensive corporate risk management and control arrangements (including for academic risk) to ensure the sustainability of the provider's operations, and its ability to continue to comply with all of its conditions of registration.</p>	<p>The Board has delegated to the Managing Director responsibility for internal control, risk management and financial sustainability. The Board has also approved policies and procedures to support effective internal control, etc.</p> <p>The Audit Committee provides advice and assurance to the Board on internal control and risk management.</p>
<p>Value for money: The governing body ensures that there are adequate and effective arrangements in place to provide transparency about value for money for all students and (where a provider has access to the student support system or to grant funding) for taxpayers.</p>	<p>The College has a student VFM statement which is published on the College website.</p>
<p>Freedom of speech: The governing body takes such steps as are reasonably practicable to ensure that freedom of speech within the law is secured within the provider.</p>	<p>The College has a policy on Academic Freedom that is included in the Governance and Quality Assurance and Enhancement manuals.</p>
<p>Governing body: The size, composition, diversity, skills mix, and terms of office of the governing body is appropriate for the nature, scale and complexity of the provider.</p>	<p>The Board is made up of four directors, two executive and two non-executive. The non-executive members have been recruited because their skills and experience complement those of the executive directors. The non-executive directors are appointed for a three year term which can be renewed twice. There are pen pictures of the directors in the Governance Manual.</p>
<p>Fit and proper: Members of the governing body, those with senior management responsibilities, and individuals exercising control or significant influence over the provider, are fit and proper persons.</p>	<p>The Governance Manual and the Articles set out the requirements for directors to demonstrate that they are fit and proper persons to be involved with the governance of a registered higher education provider. This includes an annual self-declaration procedure.</p>