

## Communications, Engagement & Freedom of Expression Statement

Opportunities, Initiatives & Events Advertised or Administered by King's Careers & Employability

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- Employers are able to post opportunities, scholarships and events onto our [King's CareerConnect](#) platform to promote these to our stakeholder audiences (students, recent alumni, research staff and other King's staff).
- Employers are engaged in a range of careers events held across King's campuses by our team annually, including careers fairs, panels, workshops, breakfast events and masterclasses.
- Employers also work with us to host students and researchers across a range of work-based learning provision facilitated by our Work-based Learning unit including virtual projects, work shadowing, structured internships and industry placements.
- Competitions, hackathons and associated opportunities are posted on our Career Discovery Feed on King's CareerConnect and are available externally to any audience who searches this platform.

### Engagement & impartiality

King's Careers & Employability holds connections and proactively works with organisations across a range of industry sectors, geographies and job functions, assuming adherence to our [Statement of Professional Standards](#) (pdf) which outlines the parameters and expectations with which we work with employers.

We may also advertise opportunities for organisations who may wish to recruit from King's College London if there is alignment with our disciplinary composition and student body, but where we might not otherwise proactively engage with the employer more broadly.

We reserve the right not to approve organisation registration and/or opportunities or to engage with in any capacity we deem as active engagement (i.e. through proactive relationship management, opportunity generation or curation) those organisations which are deemed unsuitable for promotion to service users.

This also applies where students are being hosted by a programme administered by our teams, including if the opportunity has been independently sourced (e.g. an industry placement).

This includes, but is not limited to:

- Organisations or Opportunities suspected to be illegal, oppressive, exploitative or discriminatory.
- Organisations or Opportunities that present an undue health and safety risk.
- Organisations or Opportunities that are reported as engaging in unprofessional conduct.
- Organisations or Opportunities promoting services to our students and recent alumni at a cost.
- Organisations or Opportunities charged where the University already offers the equivalent service free of charge.

- Organisations where there may be a conflict of interest with wider King's College London research funding.
- Organisations or Opportunities which may bring King's College London or our students into disrepute.

Proactive engagement, approval to undertake a work-based learning Opportunity and/or advertising external Opportunities through King's CareerConnect and our IT Systems or hosting/advertising an employer at an event does not imply endorsement or recommendation.

We offer an impartial service, supporting service users to make informed decisions about their career and support them to discover different career pathways which align with their knowledge, attributes, skills and experiences. The [Graduate Futures Institute Code of Ethics](#), provided by our membership body, requires us to demonstrate impartiality in our support of service users who are looking to pursue careers across different roles, sectors and geographies.

As such we expect employers to be open about their commitment to critical areas of equality, diversity & inclusion (EDI) and environmental & sustainable governance (ESG) and encourage service users to critically analyse and question employers' own statements and outputs.

Alongside this, we utilise a range of data insight, feedback and intelligence to inform our external connectivity with employers ensuring that our relationships are future-focused and aligned with the disciplinary mix, localities, demographics, institutional strategy and career aspirations of our users. We actively encourage and support users to understand and investigate whether these organisations, roles and sectors match with their own values and ethics.

## Legitimate activism or disagreement

To ensure we meet the full range of aspirations of our service users, our engagement encompasses roles, sectors and geographies that may not always align with an individual's personal ethics or beliefs.

King's College London has a statutory responsibility to comply with the [Higher Education \(Freedom of Speech\) Act 2023](#) which requires us to take all reasonable steps to protect lawful freedom of speech for staff, students, members, and external speakers and King's has published a [Code of Practice for Freedom of Speech and Academic Freedom](#) (pdf).

King's Careers & Employability does not seek to maintain blanket bans on a particular industry or geography unless these are determined by King's College London's Council (with associated ramifications for broader educational and research engagement), UK governmental sanctions or broader political and/or economic scenarios where one of the bullets listed in our [Statement of Professional Standards](#) [pdf] (section 6), is determined to be overwhelming.

Where the institution may update wider policies regarding broad relationships with specific industries or employers, beyond our divestment of finances, King's Careers & Employability will consider our local engagement and policies accordingly.

Many UK recruiting organisations who may elicit legitimate controversy, disagreement or challenge on their core business model or output operate in a global context, where they may also develop significant broader research or business development into proactive change to their business output, transition to more sustainable practices or other social contribution to local, national and international communities.

- We endeavour to act with transparency in our connectivity and encourage employers to do the same in their interactions with our service users, upholding the [King's and KCLSU Joint Statement on Freedom of Expression](#) and following the newly published [Freedom of Speech & Academic Code of Practice](#) procedures. *These policies are enacted by the Assistant Principal, Academic Freedom and Free Expression and overseen by the Free Expression Management Group (FEMG), a sub-committee of the University Executive.*
- We acknowledge that service users may disagree with certain practices of the organisations, sectors or geographies we may engage with and uphold that legitimate challenge or protest is enshrined in [King's Procedures for Events, Protests & Open Space Gatherings](#) (pdf) alongside responsibilities of the nominated Duty Dean, University Security, Protestors and event attendees, and how breaches of these procedures will be handed under appropriate [non-academic misconduct processes](#).
- We also acknowledge that protest and disagreement should be conducted in alignment with the [King's Community Charter](#).

King's Careers & Employability will engage with the Freedom of Expression Operations Group (FE Operations) and Free Expression Management Group (FEMG) as necessary in conducting its activities and hosting events on campus.

It is not acceptable for service users to prevent others from accessing employer representatives and their information – whether intentional or not – or to engage in behaviour which contravenes the above, including:

- Engaging with employers in a manner that prevents or impairs other service users from speaking, listening or hearing from that employer or its employees, or puts other users off approaching them.
- Demonstrating or disrupting events (whether in-person or virtually) to the extent that other service users, presenters or speakers feel intimidated or prevented from engaging or speaking.
- Causing actual or likely risk to the personal safety of individuals or intentional or reckless damage to employer property or King's property (including blocking access routes, fire exits, walkways and corridors).
- Causing damage to employer property or endangering the safety of individuals who are guests on our estate, including using threatening or offensive behaviour or language.

Individuals persisting with activity that contravenes the above will be asked to identify themselves by our team and may be removed from the event in consultation with our Campus Operations and Security teams.

## Opportunity disclaimer

King's Careers & Employability makes every effort to ensure organisations registering with us are legitimate and that opportunities and events listed on our platforms and in associated communications including emails, blogs, newsletters and publications are genuine, authentic and appropriate for our users.

We are unable to verify all details in opportunities advertised with us and cannot guarantee accuracy. It is incumbent upon individual users to verify details and we strongly recommend you conduct your own through research before applying to opportunities or events.

If you believe you have inadvertently engaged with an organisation, or job role which you are concerned may not be following usual practices, or that you have been scammed, please review our "[Tips to Stay Safe when Job Hunting and Avoid Scams](#)" page on KEATS which supports users in making us aware of any concerns, and how to protect your personal and financial information.

The following disclaimer appears at the foot of every advert on King's CareerConnect:

*King's Careers & Employability makes every effort to ensure organisations registering with us are legitimate and that opportunities listed on our website, emails, newsletters and publications are bona fide.*

*All organisations and opportunities are reviewed against our [terms and conditions](#) before being published, however we are unable to verify all details in entries and cannot guarantee accuracy. It is incumbent upon individuals to verify details and strongly recommend you conduct your own research before applying to opportunities. The risk(s) may be heightened when opportunities are advertised by start-up organisations as we may be unable to undertake the same level of due diligence with Companies House or The Charities Commission so we recommend paying extra attention when applying for these opportunities.*

*Neither King's Careers & Employability, nor King's College London accept responsibility for how participating organisations use your data/information and cannot be held liable for any costs or damages incurred by applications for opportunities posted on King's CareerConnect.*

*We will endeavour to remove any opportunities or organisation profiles where it can be demonstrated that the organisation has breached our terms or is in contravention of UK, European (or equivalent local) law. Please email our [Employer Engagement team](#) if you are concerned about a particular organisation or opportunity.*

*We also recommend that prior to taking up any subsequent employment, applicants check fully their conditions of service including compliance with Health & Safety or other employment legislation.*

## Fair work policy

All organisations, opportunities and events are reviewed against our [Statement of Professional Standards/Terms & Conditions](#) (pdf) before being published and/or approved for student experience or credit (where applicable), and we expect all Organisations to ensure compliance with relevant legislation, including the National Minimum Wage Act (in the UK) and relevant health and safety legislation.

We will not advertise unpaid work experience or internships other than where they meet relevant criteria for exemption, determined as Voluntary Workers, Voluntary (and passing the 'worker test'), Placements, Work Shadowing or Work Simulation.

King's Careers & Employability supports the [Graduate Futures Institute \(formerly AGCAS\) Work Experience Standard](#), [ASET Good Practice Guide for Work-based and Placement Learning in Higher Education](#), [advice on internships](#) (pdf) issued by the Universities and College Union (UCU) and National Union of Students (NUS) as well as the CIPD's "[Internships That Work Guide](#)".

## The Insights Programme

*King's Careers & Employability partners with an approved external supplier to offer this work-related learning programme. Whilst real industry clients contribute to this experience and offer feedback to students, it is not intended to create an employer-employee relationship and therefore cannot be considered unpaid work:*

- *Participation is completely voluntary.*
- *Participants are not undertaking work that would ordinarily be undertaken by an employee.*
- *Briefs are designed by our Work-related Learning team and the approved supplier, under specific, controlled guidelines.*
- *The experience is primarily educational.*

## Communications policy

Employers are able to contact users of King's Careers & Employability directly to promote their organisation, opportunities or events and these communications will be based upon your profile preferences, which you are able to update at any time from your King's CareerConnect dashboard.

- You must opt-in to receive direct mailings from employers and these will be based on the preferences you select.
- Our King's Careers & Employability newsletters are sent fortnightly during term time by faculty or based on the careers enrolment data you submit when you enrol annually at King's.
- No employers have access to the personal data stored on your King's CareerConnect account\*, so any authentic curated communications from employers distributed by us will come from our email addresses:
  - [careers@kcl.ac.uk](mailto:careers@kcl.ac.uk)
  - [internships@kcl.ac.uk](mailto:internships@kcl.ac.uk)
  - [global-placements@kcl.ac.uk](mailto:global-placements@kcl.ac.uk)
  - [careers-disability@kcl.ac.uk](mailto:careers-disability@kcl.ac.uk)
  - [kings-edge@kcl.ac.uk](mailto:kings-edge@kcl.ac.uk)
- If you are unsure whether a communication is genuine, or you are aware that an employer or individual is using our name to promote their organisation, opportunities or events claiming to come from us, please forward the communication to [careers@kcl.ac.uk](mailto:careers@kcl.ac.uk) and our Service Engagement function will review these and respond to you with clarification.

*\*When attending a careers fair hosted on King's CareerConnect, you will be prompted as to whether you wish to share basic profile information with those employers in attendance, including your: full name, course of study, year of study and department (note: you do not have to share this information). Likewise, if you apply for a role shortlisted by King's Careers & Employability (e.g. through our Work-related Learning programmes), we will share your application only with these employers for the purposes of enabling them to review against their criteria as outlined in our [Data Protection, Confidentiality & Privacy Statement](#) (pdf).*

## Safety advice when job hunting

Our [King's Careers & Employability KEATS pages](#) contain information and tips to ensure your safety when job hunting, help to avoid the potential for being scammed and how to protect your personal information.

There is also information and links for government-endorsed external support services available on [Student Services Online](#), if you are concerned you have been – or are at risk of – being scammed.

We do advertise opportunities with organisations which may require you to work in private households (e.g. as a tutor) but these will always be as an employee or self-employed through a larger agency or organisation and you should request details on their safety and vetting policy(ies) if you wish to review these, as we are unable to vet each and every potential work location to the same capacity as we are able to undertake with organisations in a fixed office environment.

If you have any reservations about an organisation, accepting a role – or even once you are undertaking it, don't be afraid to raise these and discuss with a member of the King's Careers & Employability team.

## Safety advice when overseas

As a global university, King's Careers & Employability proactively advertises organisations, opportunities and events which may be taking place around the world. We keep an active watch on scenarios and situations which may arise periodically, and which might be a cause for concern, including civil unrest, natural disaster or health pandemics.

When these arise, we work collaboratively with colleagues across the Education & Students Function to investigate and act appropriately in line with the latest advice given by the [UK Government](#) or [Foreign, Commonwealth & Development Office](#) (FCDO), [UK Health Security Agency](#) (UKHSA) and/or local or national emergency services, as to any safety precautions or adjustments we might make to organisations, locations or individuals with whom we engage.

We advise all users to remain up to date with the latest advice provided by the government or agencies where you may reside or undertake work which you may need to be conscious of, or indeed might alter or amend your planned involvement.

Individuals partaking in King's-administered programmes overseas will be supported by institutional travel insurance for the duration of their specific work/project and should download the [AIG LifeLine Plus app](#) to their mobile device to keep informed of the latest local risks or arising situations.

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Updated: January 2026

*King's Careers & Employability is a member of [Graduate Futures Institute](#) and as such upholds their codes of best practice in graduate recruitment.*

This statement is reviewed and updated annually.