



Freedom of Speech Procedures

Document title:	Freedom of Speech Procedures
Audience:	Students, staff, External Visitors and Speakers
Version:	1
Approved by:	Finance & General Purposes (F&GP)
Date approved:	
Date of next review:	July 2023
Document author(s):	VP Curriculum and Development
Document Owner	VP Curriculum and Development
Date issued:	
Document reference:	

Revision history

Version	Type (e.g. replacement, revision etc...)	Date	History (reason for changes)
1	Revision	May 2020	Re-written

Monitoring and review

These procedures will be reviewed by SLT and approved the F&GP Committee every 3 years.

1. Freedom of Speech Policy

The College's freedom of speech policy adheres to the Article 10 of the Human Rights Act 1998, "everyone has the right to **freedom of expression**" in the **UK**. This policy ensures that any freedom of speech meets the appropriate formalities, conditions, restrictions or penalties and does not act unknowingly or wilfully against the colleges values and behaviours.

The College will:

- Ensure that freedom of speech is secured for all staff, students and visitors to the college
- Enforce the necessary action when that freedom has been breached
- Prohibit any inappropriate, illegal, discriminatory, offensive speeches or public views
- Ensure that expressions of hatred toward someone on account of that person's colour, race, disability, nationality (including citizenship), ethnic or national origin, religion, gender identity, or sexual orientation is not allowed
- Ensure that all staff, students and visitors confirm that they will not wilfully engage in conduct which prevents, obstructs or disrupts the holding or orderly conduct of any meeting or other lawful assembly on College premises.

2. Freedom of Speech Procedures

The **VP, Curriculum and Development** is responsible for:

- Ensuring that the policy is adhered to and implementing any necessary actions if the policy is breached

The **Head of Facilities Management** is responsible for:

- Ensuring that all internal and external events have been booked and serviced through the agreed process
- Inform the Vice Principal, Curriculum and Development when there is a policy breach

The **Head of Health and Safety** is responsible for:

- Ensuring that any appropriate and necessary risk assessments have been undertaken for any events taking place on college premises
- Ensuring that the college estate is safe for students, staff and visitors to be on site
- Making recommendations as to the extent of safety in the event of partial closure of the estate
- Inform the Vice Principal, Curriculum and Development when there is a breach that may/will affect students, staff or visitors and result in a partial or full closure of the college estate

The **Head of Marketing, PR and Communications** is responsible for:

- Ensuring that any event, external visitor or activity is compliant with the policy and continue to uphold the reputation of the college
- Informing the Vice Principal, Curriculum and Development when there is a breach that may/will affect students, staff or visitors or reputation
- Reviewing and agreeing the content of any external event or speech by visitors to the college

The **Head of Department (curriculum)** is responsible for:

- Ensuring that any staff, students or visitors that are within their remit adhere to the policy and the appropriate behaviour is maintained at all times
- Informing the Vice Principal, Curriculum and Development when there is a breach that may/will affect students, staff or visitors or reputation
- Enforcing student behaviour and disciplinary polices where appropriate

The **Head of Human Resource** is responsible for:

- Enforcing the staff disciplinary polices where upheld and acted upon where appropriate