

## Freedom of Speech Code

1. The College is committed to promoting and protecting the principles of freedom of speech within the law by promoting an environment for discussion and informed debate.
2. In accordance with the duties and obligations placed on the College by [Section 43 of the Education \(No. 2\) Act 1986](#), all members of staff and students, as well as guest speakers, are required to tolerate, protect expressions of opinion and that debate is appropriate and acceptable.
3. This Code is binding for all members of staff, students, governors of the College and external speakers.
4. The College expects members of staff and students to show commitment to this Code by not interfering or preventing the right of others to express views with which they may disagree with or even object to.
5. As far as is reasonably practicable, access to College premises shall not be denied to any enrolled student or staff or to any individual or body of persons invited to College premises by an enrolled student or member of staff on any grounds relating to:
  - The views or beliefs of that enrolled student, staff or person invited or the policies or objectives of that body.

The exception to the above is where the expression of views, beliefs or objectives is reasonably anticipated to be unlawful on the relevant occasion or where the expression of views, beliefs or objectives is reasonably anticipated could cause conflict within the organisation.

6. The College's commitment to freedom of speech precludes any activities that contravene legislation, for example:
  - Public Order Act 1986;
  - Criminal Justice and Public Order Act 1994;
  - Racial and Religious Hatred Act 2006;
  - Criminal Justice and Immigration Act 2008;
  - The Equalities Act 2010;
  - Counter Terrorism and Security Act 2015.
7. The College has developed a set of policies to give expression to this Code, these include:
  - IT Security Policy;
  - Visiting Speakers Policy.

The exception to the above is where the expression of views, beliefs or objectives is reasonably anticipated to cause conflict within the organisation.