



South Gloucestershire & Stroud College

External Speakers and Freedom of Speech Guidelines

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Please contact the Human Resources Department

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Job Title / Role:	Inclusion Manager & DDSL
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Approved by:	SLT
Date of Approval:	April 2019

Main aim and purpose of the policy:	External Speakers and Freedom of Speech Guidelines				
Is this policy (or its constituent parts) relevant to a general equality duty? (please tick)	This policy development will assist in the elimination of unlawful discrimination and/or harassment of identified groups?	Implementation of this policy will promote equal opportunities for identified groups?	Implementation of this policy will promote positive attitudes and participation between groups?	Implementation of this policy will promote good relations between groups?	
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race or Ethnicity	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or Belief	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Carers/ Care givers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Persons in care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Specify any groups for which there is evidence or reason to believe that some groups or individuals could be affected differently:					
How much evidence is there:	None	A little	Some	A lot	
Is there any concern that the policy may operate in a discriminatory way?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	None	A little	Some	A lot	
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Assessed relevance to equality (tick one row only)	High	Med	Low	None	Brief reason for this assessment
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race or Ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Carers/ Care givers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
What is the next step? (tick one only)	What priority level is this policy?			Has the Policy been sent for Full EQIA, or do you believe the policy should have a Full EQIA?	
	High <input type="checkbox"/>	Medium <input checked="" type="checkbox"/>	Low <input type="checkbox"/>	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
<i>I am satisfied that an initial screening has been carried out on this policy/procedure and a full Impact Assessment is not required</i>					
Completed by: Jo Johnson		Position: Inclusion Manager & DDSL		Date: 18-Apr-19	

External Speakers and Freedom of Speech Guidelines

1. Introduction

- 1.1. Freedom of speech and expression is extremely important at South Gloucestershire and Stroud College (SGS) and freedom to express ideas and opinions is a fundamental principle. At the same time, all such freedoms are subject to limitations by law, to protect the rights and freedoms of others.
- 1.2. These guidelines set out how the rights and responsibilities associated with freedom of speech and expression as operated at SGS, should be followed by all staff, learners, visiting lecturers/speakers, agency staff, apprentices, contractors and volunteers working at or with the College.
- 1.3. These guidelines are supported by the Students' Union (SU).

2. Statement

- 2.1. The College recognises that it has certain legal obligations to protect lawful freedom of speech and expression, and wants all College activities, including those hosted by our SU or other learner groups, to be within the law, safe and without risk to the reputation of the College.
- 2.2. The College will not suppress freedom to express controversial or unpopular views, provided that these views are expressed and discussed in a way that in no way constitutes incitement to riot, insurrection, racial hatred, religious hatred, sexual harassment or other activity which is likely to cause a breach of the peace, public disorder or otherwise to be against the law and that all viewpoints are discussed and debated with opposing and equal counter-viewpoints.
- 2.3. Whilst the College upholds the principles of freedom of speech, it will not permit its premises or resources to be used to promote or support extremism of any kind.
- 2.4. In deciding whether to approve an activity/event, the College 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](#).

3. Implementation

- 3.1. Where staff or learners organise an external speaker at the College, all speakers must be made aware by the organiser of their responsibility to abide by the law. Specifically including that they:
 - 3.1.1. must not incite hatred, violence or call for the breaking of the law;

- 3.1.2. are not permitted to encourage, glorify or promote any criminal acts including individuals, groups or organisations that support such acts;
 - 3.1.3. must not spread hatred and intolerance in the community and thus aid in disrupting social and community harmony;
 - 3.1.4. must seek to avoid insulting other faiths or groups, within a framework of positive debate and challenge; and
 - 3.1.5. are not permitted to raise or gather funds for any external organisation or cause without express permission of the College Corporation.
- 3.2. For any activity or event where it is expected, or reasonably thought, that the activity/event may raise controversial issues, no external speaker(s) may be considered confirmed or be publicised until they have been cleared through the procedure.
- 3.3. The College has the right and the power to regulate and, if necessary, to impose conditions or restrictions on activities and events taking place on its premises if these guidelines are not followed or if health and safety regulations are not met.
- 3.4. In addition, any off-site activities and events held in the College's name or on its behalf, must be organised and managed in compliance with these guidelines.

4. Responsibilities

This guidance applies to:

- 4.1. all employees of the College and those undertaking duties on its behalf;
- 4.2. all SGS learners (whether full or part-time) throughout the period in which they are formally enrolled;
- 4.3. the SU and any of its clubs, societies or associations; and
- 4.4. all persons invited by SGS to speak or otherwise take part in teaching or events.
- 4.5. Learning Area Managers are responsible for ensuring that this guidance is taken into account in the planning of teaching and learning activity.

5. Related Legislation, Policies, Procedures & Guidelines

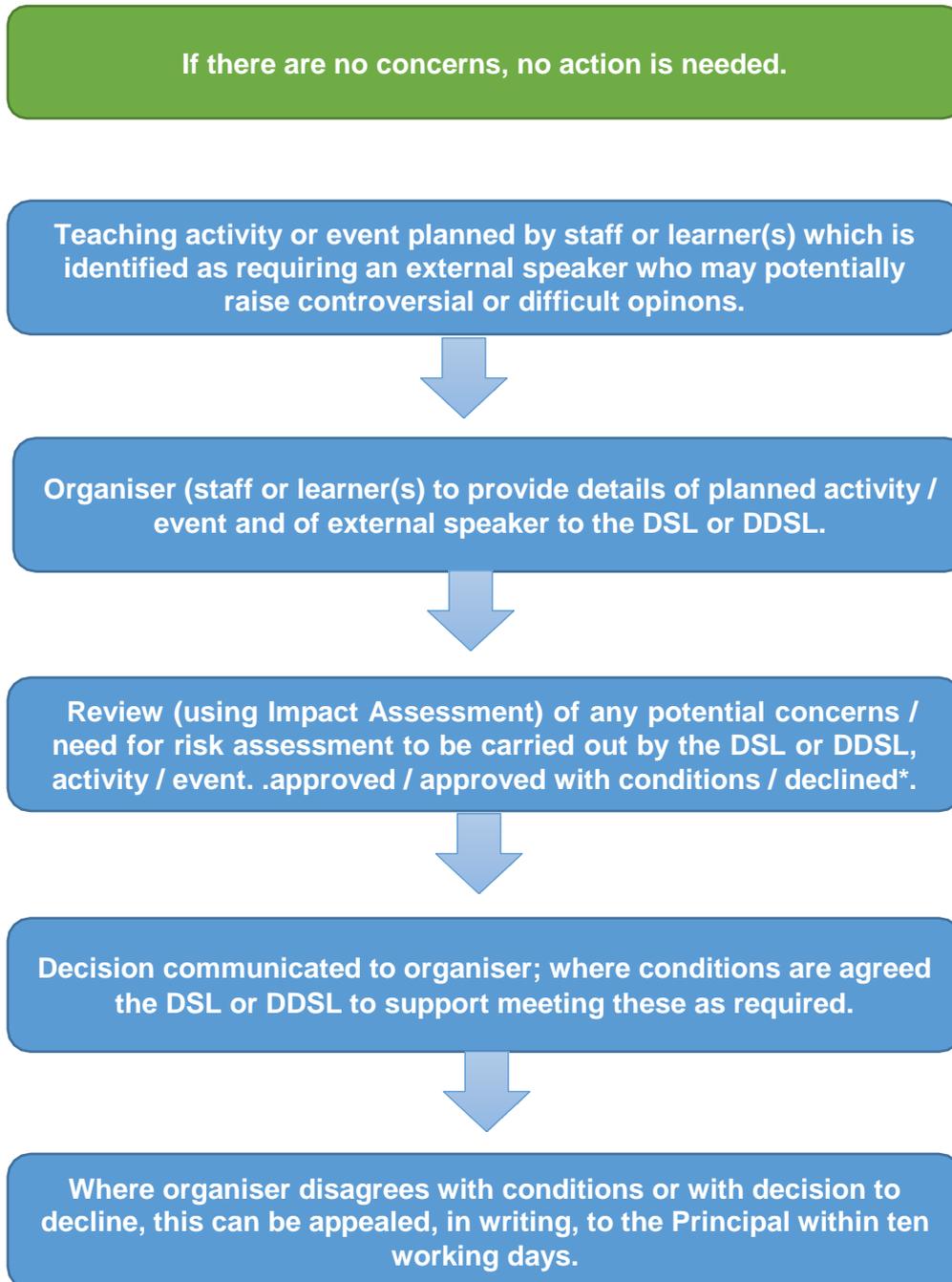
- 5.1. [Counter Terrorism and Security Act 2015](#)
- 5.2. [Education Act 1982](#)
- 5.3. [Equality Act 2010](#)
- 5.4. [Prevent Duty Guidance: for further education institutions in England & Wales](#)

- 5.5. SGS Health and Safety Policy
- 5.6. SGS Safeguarding Children, Young People and Vulnerable Adults Policy & Procedure
- 5.7. SGS Single Equality Policy

6. SGS Procedure for External Speakers

- 6.1. If external speakers are invited to SGS as part of a course's standard teaching offer or for an event **and there is any expectation or concern that the visit may raise controversial issues or involve discussions around potentially challenging topics**, this procedure must be followed.
- 6.2. This is to ensure that the right to freedom of speech is protected, whilst at the same time any potential risks that the freedom and rights of others may be affected are assessed and planned for.
- 6.3. No external speaker(s) may be considered confirmed or be publicised until this procedure has been followed.
- 6.4. For any other activities and events (particularly meetings and demonstrations) which are not part of the approved course content or officially authorised by the College and where it is expected, or reasonably thought, that the event/activity will raise controversial issues, the organiser must obtain prior approval for use of College premises and/or resources.
- 6.5. In following the procedure (**Appendix 1**), the College commits not to suppress the expression of potentially controversial or unpopular views, whilst taking account of its wider legal duties. This will include the need to eliminate discrimination, harassment or victimisation and to provide opportunities to advance equality and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Procedure Flowchart



*Where any request is declined, a full rationale will be provided, in writing, by the DSL or DDSL.