

CODE OF PRACTICE ON FREEDOM OF SPEECH

5. Where it concludes that imposing conditionR 202

administration of its functions. Any failure to comply with such conditions shall constitute a contravention of this Code.

19. Premises used for designated meetings, events and activities shall be left clean and tidy and in good repair. Failure to leave premises in such condition may result in a charge being levied upon the principal organiser to cover the cost of any cleaning or repairs which, in the University's judgement, are required. If the event organiser has, due to exceptional circumstances, been
Chief Operating Officer, the Vice Chancellor shall, at their discretion, have the right to vary this procedure in order to ensure that a final decision is provided to the organiser prior to the date of the meeting.

20. If any person or organisation believes that the actions of the Chief Operating Officer in refusing permission or facilities for the holding of the event, or the actions of the University in imposing conditions are unreasonable, it shall have a right to make representations. Any representation shall be made to the Vice Chancellor within 7 days of the date of the letter confirming the original decision. The Vice Chancellor shall consider such representations and within 7 days shall confirm in writing to the relevant person or organisation whether the original decision is to be upheld or varied. The Vice Chan
shall report any ruling made in respect of an appeal under this Code to the next meeting of the Board.

General

21. The Code of Practice and any associated guidance will be disseminated and communicated to staff and students annually. Any contravention of or departure from the provisions of this Code shall render the registe500510046df00014()f0001n97(an)32.93 T3t19o3(de)3(r)om(a

implementation of its provisions and recommend any amendments or additions thereto for consideration by the Board.

Policies and procedures

25. This Code of Practice makes direct and indirect reference to policies and procedures which define particular University functions and processes. Key policies and procedures include:

- a) [Student Discipline Procedure](#)
- b) [Staff Discipline Procedure](#)
- c) [Dignity at Study Policy](#)
- d) [Dignity and Respect at Work Policy](#)

Appendix: Legal Framework

Human Rights Act 1998

26. The Human Rights Act 1998 includes the following articles which are relevant to freedom of speech:

freedom, either alone or in community with others and in public or in private, to manifest his religion or belief, in worship, teaching, practice and observance.

Article 10: freedom of expression. This right includes the freedom to hold opinions and to receive and impart information and ideas without interference by public authority and regardless of frontiers.

Article 11: freedom of assembly and association.

27. The exercise of these freedoms, since it carries with it duties and responsibilities, are qualified and may be subject to such formalities, conditions, restrictions or penalties as are prescribed by law or are considered necessary in a democratic society, for the protection of the health, reputation or rights of others.

Education (No 2) Act 1986

28. Section 43 of the Education Act 1986 states that every individual and body of persons concerned in the government of universities shall take steps as are reasonably practicable to ensure that freedom of speech within the law is secured for members, students, and employees of the establishment and for visiting speakers.

29. This includes, in particular, the duty to ensure, so far as is reasonably practicable, that the use of any premises of the establishment is not denied to any individual or body of persons on any ground connected with:

- a) The beliefs or views of that individual or of any member of that body; or
- b) The policy objectives of that body.

30.

discharge of this duty issue and keep up to date a code of practice setting out:

- a) The procedures to be followed by members, students and employees of the establishment in connections with the organisation:
 - i. of meetings which are to be held on the premises of the establishment and which fall within any class of meeting specified in the code; and
 - ii. of other activities which are to take place on those premises and which fall within any class of activity so specified; and

b) ~~The conduct required of such persons in connection with any such meeting or activity.~~.....

31. Additionally, the Act states that every individual and body of persons concerned in the governance of the University shall take such steps as are reasonably practicable (including where appropriate the initiation of disciplinary measures) to secure that the requirements of the code of practice for the University are complied with.

Equality Act 2010

32. Simplifying previous equalities legislation, the Equality Act 2010 prohibits unlawful

