



**of**  
**MORLEY COLLEGE LONDON**  
**Freedom of Speech**

<b>POLICY OWNER:</b>	Principal and CEO
<b>FINAL APPROVAL BY:</b>	Governing Body
<b>Policy Category:</b>	Corporate
<b>Approved by Policy Committee:</b>	29 November 2021
<b>Approved by Governing Body:</b>	28 March 2022
<b>Review Date:</b>	31 December 2025

**1. Introduction, Purpose and Scope of Policy:**

Morley College London recognises that freedom of speech and freedom of expression within the law has fundamental importance for further and higher education institutions as places of education, learning and the unbiased pursuit of truth. In particular, such institutions are obliged under section 43 of the Education (No 2) Act 1986 to take reasonable measures to protect freedom of lawful speech.

In addition, the Governing Body is required by Article 15.3 of the College's Articles of Association to have regard to the need to ensure that academic staff at the College have freedom within the law and subject to any statutory obligations placed on the College to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions without placing themselves in jeopardy of losing their jobs or any privileges which they may enjoy at the College. Further and higher education institutions have a responsibility, so far as is reasonably practicable, to protect and advance the principle of academic freedom.

A principle of freedom of lawful expression is also enshrined in Article 10 of the European Convention on Human Rights.

Whilst free speech is a human right, it is not an absolute and is subject to free speech

## **2. Equality and Diversity Analysis Screening:**

In accordance with the College's Equality and Diversity Policy, the development of this policy complies with the Equality Act 2010 in ensuring due regard to eliminating discrimination, advancing equality of opportunity and fostering good relations (see section 4 of the Equality and Diversity Policy). An equality analysis will be completed if there is a risk the policy may affect different groups protected from discrimination. Consultation will be carried out with staff. If an equality analysis is required, the Equality and Diversity Co-ordinator (Head of Quality and Standards) will advise on completion and the analysis is to be included as an appendix to the policy.

## **3. Applicability:**

This policy document covers freedom of speech and freedom of expression whatever form that may take including (but not limited to) speeches, debates, meetings, demonstrations, written publications and through the use of social media. The Policy's rights and obligations apply to:

- the College, including members of the Governing Body;
- all persons (whether academic staff or otherwise) working for the College (whether for payment or otherwise);
- all duly enrolled students of the College (whether full- or part-time);
- all students studying with the College (whether full- or part-time) under an agreement with a partner organisation of the College (even if not enrolled as students of the College);
- any societies, clubs or associations that normally operate on the College's premises;
- any other organisations that hire facilities at the College; and
- all persons invited to speak and/or express views (whether in person or otherwise including through the use of social media) and/or otherwise take part in activities that take place on or are planned or proposed or due to take place on the College's premises or through its IT systems.

## **4. Definitions:**

References in the Policy to the College's premises and/or the College's facilities include premises and/or facilities that are owned by the College, premises



**7. Policy statement:**

The College will take such steps as are reasonably practicable to ensure that freedom of speech and expression within the law is secured for every person to whom this Policy's rights apply.

Where the activity involves an external speaker, the organiser must follow the College's External Speaker Booking Process and ensure that the speaker follows the College's External Speaker Code of Conduct.

Where the activity requires use of the College's IT systems, all users of the systems must first confirm their agreement to abiding by the [College's Information Technology Systems Acceptable Use Policy](#).

- Where those responsible for the breach are students or staff of the College action may be taken against them under the relevant disciplinary procedure.
- Where those responsible for the breach are students or staff of a partner organisation of the College the Principal will consider whether to inform the partner organisation with a view to that partner organisation taking action (whether as well