

The Bosco Centre	
Policy:	Freedom of Speech and Expression policy
Applies to:	College, Independent school, Nursery & Youth club
Reviewed:	November 2018
Next Review:	November 2019

Aim

Members, students, and employees of the College must conduct themselves so as to ensure that freedom of speech within the law is secured for members, students, and employees of the College and for visiting speakers. The freedom protected by this Code of Practice is confined to the exercise of freedom of speech within the law. The College believes that a culture of free, open and robust discussion can be achieved only if all concerned avoid needlessly offensive or provocative action and language.

Whilst there is no legal prohibition on offending others, the College expects speakers and those taking part in meetings or protest activities to respect its values, to be sensitive to the diversity of its community and to show respect to all sections of that community. An event which is likely to give rise to an environment in which people will experience, or could reasonably fear, harassment, intimidation, verbal abuse or violence, particularly because of their ethnicity, race, nationality, religion or belief, sexual orientation, gender, disability or age, is also likely to be unlawful.

Advice on any aspect of this Policy Statement and the Code of Practice may be obtained from the Safeguarding Team.

Code of Practice on Freedom of Speech

1. This Code applies to all members of the College, including tutors, visitors, students and employees. It applies to all College premises, outdoor as well as indoor meetings and events organised by the College.
2. An intentional or reckless breach of this Code of Practice may be the subject of disciplinary action. Where the acts of individuals involve alleged breaches of criminal law, the College will assist the prosecuting authorities in implementing the due process of law and any internal disciplinary proceedings may be deferred or suspended pending the outcome of criminal proceedings

Activities and events to which this Code applies

1. This Code applies to all activities or events where the nature of the subject, the identity of the speaker or speakers or some other factor gives rise to reasonable concern on the part of the college safeguarding team or other individuals that the proposed activities or event may be disrupted or may result in violence, disorder, harassment or any other unlawful activity
2. This Code applies to activities or an event where views being expressed, or likely to be expressed, constitute extremist views that risk drawing people into terrorism or are shared by terrorist groups.

3. Any other member of the College or member of staff who has concerns about an activity or event should bring his or her concerns promptly to the attention of the Senior Tutor or Operations Manager

Organisation of such meetings or events

1. The Safeguarding team are responsible for approving suitable arrangements for such activities and events and may make such directions, or issue such guidance, as is necessary to ensure that the nature and conduct of the activity is lawful and in accordance with the provisions of this Code.
2. It shall be the duty of the organisers of every such activity or event to seek the approval of the safeguarding team for the holding of that meeting.
3. The organisers of activities and events should comply with any conditions set by the Safeguarding team concerned with the arrangements for the conduct of the activity. The Safeguarding team will not seek to curtail or cancel an activity or event, unless in their considered opinion, the activity or event infringes on the legitimate rights and freedoms of others or poses a significant risk to health and safety or there is some other substantial and lawful ground for the curtailment or cancellation. They will consult as necessary with the Principal. All decisions will be reached by the safeguarding team following careful consideration of the evidence available to them and will be limited to those actions that are reasonable, proportionate and necessary to prevent crime or disorder, or otherwise protect the legitimate rights and freedoms of others

Conduct at such meetings or events

1. The organisers and those in attendance at any activity or event must comply with any reasonable instructions given during an activity or event by the safeguarding team, by any other College officer or person authorised to act on behalf of the College in the proper discharge of his or her duties, or by police
2. It is the duty of every member, student, and employee of the College not to impede any person entitled to be present from entering or leaving a place where the right to freedom of speech is being or is to be exercised. This duty is subject only to such conditions as may have been specified in accordance with the terms of this Policy or any limitations imposed, or directions given by the police or other relevant public authority
3. Nothing in this Code shall be taken to prohibit the exercise of the right to protest by peaceful means; provided always that such protest is conducted lawfully within the general principles and other requirements of this Code, and the provisions of the Policies and Procedures of the College

Other legal requirements

1. The College is mindful of its pro-active duties under equality legislation. The right to freedom of speech is constrained by laws protecting others from discrimination, victimisation and harassment, protecting national security and public safety,

preventing of disorder or crime, protecting the reputation and rights of others, and preventing the disclosure of information received in confidence

Applications of the Code

1. Any person who is in any doubt about the application of this Code of Practice to any activity, event or public gathering on College premises is under an obligation to consult the Safeguarding team, who will determine whether the provisions of the Code apply