



Freedom of Speech and External Speakers Policy

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External reference points:	Higher Education and Research Act 2017, Part A1; Higher Education (Freedom of Speech) Act 2023; OfS Regulatory Advice 24; Human Rights Act 1998 and Article 10 of the European Convention on Human Rights; Counter Terrorism and Security Act 2015; Prevent duty guidance for England and Wales 2023; Equality Act 2010; Public Order Act 1986; Protection from Harassment Act 1997; Terrorism Acts 2000 and 2006; Online Safety Act 2023
Linked policies:	GA 3.3 UKCBC Corporate and Academic Governance Framework; GA 3.2 Risk Management Framework; SWS 7.7 Safeguarding and Prevent Policy; PC 5.3 Equality, Diversity and Inclusion Policy; SLCC 6.4 Student Charter and Disciplinary Policy; PC 5.1 Employee Handbook; SLCC 6.3 Complaints Policy; DIG 2.6 Information Security and Acceptable Use Policy; Room Booking and Events Procedures; DIG 2.1 Data Protection and Confidentiality Policy; DIG 2.4 Records Management and Data Retention Policy
Audience:	Students, staff, members, visiting speakers, event organisers, contractors and visitors

1. Purpose

This policy sets out how the UK College of Business and Computing (UKCBC), referred to in this policy as the College, secures and promotes freedom of speech within the law and academic freedom. It also establishes the procedure for meetings, events and activities involving external speakers.

The policy gives effect to the College's duties under Part A1 of the Higher Education and Research Act 2017, as amended by the Higher Education (Freedom of Speech) Act 2023. It is intended to operate as the College's freedom of speech code of practice.

2. Scope

This policy applies to:

- all students, staff and members of the College
- applicants for academic posts and academic promotion where the statutory protections apply
- visiting speakers and people invited to participate in College meetings, teaching, research or other activities
- events organised, funded, branded or endorsed by the College, whether held on College premises, online or at another location
- student groups, societies and representatives when acting in connection with College activities
- third parties using College premises where the statutory duties are engaged

The policy covers speech communicated orally, in writing, through images, through artistic expression and in electronic form. It applies to teaching, learning, research, events, protests, publications, meetings and relevant online activity.

3. Definitions

Academic freedom means the freedom within the law of academic staff to question and test received wisdom and to put forward new ideas and controversial or unpopular opinions without being placed at risk of losing their job or privileges, or having their prospects of promotion or alternative employment at the College reduced.

External speaker means a person who is not a current student, member or member of staff of the College and who is invited to speak or otherwise contribute to a College related meeting or activity.

Freedom of speech means the freedom to impart ideas, opinions or information by speech, writing or images, including electronic forms, as referred to in Article 10(1) of the European Convention on Human Rights.

Within the law means speech that is not restricted by legislation or legal precedent. College values, contractual terms and internal rules do not by themselves determine whether speech is lawful.

Reasonably practicable steps means positive or negative actions that the College can reasonably take to secure lawful speech, having particular regard to its importance and considering relevant legal duties, essential educational functions, resources and physical safety.

Event means a meeting, lecture, seminar, debate, conference, performance, exhibition, protest, demonstration or other activity, whether in person, online or in a hybrid format.

Event organiser means the student, member of staff, group or external body responsible for proposing and managing an event.

4. Policy principles and values

4.1 Commitment to freedom of speech

The College regards freedom of speech within the law and academic freedom as fundamental to higher education. They support intellectual enquiry, the testing of evidence, the development of knowledge and informed participation in a democratic society.

The College's values uphold freedom of speech by supporting open, rigorous and respectful examination of ideas without requiring agreement with any institutional or majority viewpoint.

Core principle: Lawful speech may include ideas or opinions that some people find shocking, disturbing, offensive or upsetting. Those reactions do not, without more, provide a lawful basis to restrict the speech.

4.2 No right to an invitation

This policy does not give any person or organisation a right to be invited to speak. Once a speaker has been invited, the College must not prevent the event from proceeding because of the speaker's lawful ideas or opinions. Decisions about invitations and access to premises must be viewpoint neutral and consistent with this policy.

4.3 Peaceful disagreement and protest

Students, staff and visitors may challenge, criticise and peacefully protest against views expressed at an event. Protest must not prevent others from speaking, attending, listening or participating. Conduct involving violence, threats, intimidation, unlawful harassment, criminal damage or deliberate obstruction may be addressed under the law and relevant College procedures.

4.4 Institutional position

The College may express an institutional position where it is lawful and appropriate to do so. It will not treat lawful disagreement with that position as misconduct or require students or staff to endorse a particular viewpoint as a condition of participation, training, progression or employment, except where a lawful and objectively justified requirement applies.

5. Legal and regulatory framework

5.1 Higher education freedom of speech duties

The College must take reasonably practicable steps to secure freedom of speech within the law for its students, members, staff and visiting speakers. In doing so, it must have particular regard to the importance of freedom of speech.

The duty includes securing academic freedom for academic staff, maintaining and enforcing a code of practice, promoting the importance of freedom of speech and academic freedom, and bringing the code and the relevant statutory provisions to students' attention at least once each year.

5.2 Human rights

Article 10 of the European Convention on Human Rights protects freedom of expression. Any restriction must have a legal basis, pursue a legitimate aim and be necessary and proportionate. Where the Human Rights Act 1998 applies directly to a decision, the College must act compatibly with Convention rights.

5.3 Equality law

The College must comply with the Equality Act 2010, including duties relating to discrimination, harassment, victimisation, reasonable adjustments and the public sector equality duty where applicable. Protected philosophical and religious beliefs may engage equality protection. The lawful expression of a belief is distinct from unlawful conduct or harassment.

Decision makers must consider the facts and legal tests in each case. They must not assume that speech is unlawful merely because it relates to a protected characteristic or causes offence.

5.4 Prevent duty

Under section 26 of the Counter Terrorism and Security Act 2015, relevant higher education bodies must have due regard to the need to prevent people from being drawn into terrorism. When carrying out that duty, they must have particular regard to the duty to secure freedom of speech and to the importance of academic freedom.

The Prevent duty is not a general duty to prevent extremism. A concern must be assessed proportionately and on evidence. Where a risk of a person being drawn into terrorism is identified, the College will first consider lawful and proportionate measures that allow the event or activity to proceed.

5.5 Speech outside legal protection

The College has no duty under Part A1 to secure speech that is unlawful. Depending on the facts, relevant restrictions may arise under legislation concerning:

- encouragement of terrorism, dissemination of terrorist publications, support for a proscribed organisation or prohibited meetings
- threats, incitement to violence, public order offences or stirring up hatred
- unlawful harassment, discrimination or victimisation
- harassment involving a course of oppressive and unacceptable conduct
- malicious or unlawful electronic communications
- defamation, confidentiality, privacy, intellectual property or court restrictions

The existence of a complaint, media concern, reputational risk or strong opposition does not establish that speech is unlawful.

6. Roles and responsibilities

6.1 Board of Governors

- holds ultimate oversight of the College's compliance with its legal and regulatory duties
- receives assurance on implementation, material incidents, complaints and risks

6.2 Academic Board

- oversees the protection and promotion of academic freedom and freedom of speech in academic activity
- reviews this policy and recommends substantive changes through the College's governance arrangements
- receives an annual report on implementation

6.3 Chief Academic Officer

- acts as Policy Sponsor and senior decision maker under this policy
- takes or delegates event decisions, except that final cancellation or indefinite delay requires the Chief Academic Officer or Chief Executive Officer
- ensures decisions are reasoned, recorded, timely and consistent

6.4 Prevent Lead and Designated Safeguarding Lead

- provide specialist advice where an event raises a terrorism, radicalisation or safeguarding concern
- support proportionate risk assessment and referral where the statutory threshold is met
- do not determine the lawfulness of speech without appropriate legal advice where the position is uncertain

6.5 Event organiser

- submits accurate information within the required period
- cooperates with proportionate risk controls
- communicates conditions to the speaker and participants
- manages the event in accordance with the approved arrangements

6.6 All students, staff and visitors

- respect the lawful speech rights of others
- comply with reasonable arrangements concerning safety, access, timing and conduct
- do not obstruct, intimidate or unlawfully disrupt speakers or participants

7. Decision making framework

Any policy or decision that may affect speech must use the following framework.

7.1 Step 1 : Is the speech within the law?

The starting point is that speech is lawful unless restricted by law. The decision maker must identify any specific legal restriction that may apply. Uncertainty, anticipated offence or disagreement is not enough.

7.2 Step 2 : What reasonably practicable steps can secure the speech?

If the speech is lawful, the College must identify and take reasonably practicable steps to allow it. These may include changing the venue or time, using a chair, adjusting access, providing security, setting lawful conduct expectations, facilitating peaceful protest, offering an online format or seeking specialist advice.

7.3 Step 3 : Is any remaining restriction lawful and proportionate?

A restriction may be imposed only where it has a sufficient legal basis and is necessary and proportionate. It must be the least intrusive effective measure available. A restriction must not be based on the viewpoint expressed, institutional reputation, donor or partner pressure, or anticipated disapproval.

7.4 Academic freedom in practice

The College supports academic freedom through its academic governance, teaching, scholarship and research arrangements. Subject to the law and the legitimate requirements of an approved programme,

academic staff may select approaches, materials and examples that expose students to a range of evidence and viewpoints.

Academic staff are expected to:

- teach approved curricula competently and assess students fairly against published academic criteria
- distinguish evidence, academic judgement and personal opinion clearly where this is relevant
- support reasoned discussion and permit students to question and challenge ideas
- avoid penalising students or colleagues because of a lawful viewpoint
- declare relevant conflicts of interest and comply with lawful research ethics, safeguarding and professional requirements
- disseminate research and scholarship honestly, without improper internal or external pressure

Academic freedom does not protect academic misconduct, fabrication, falsification, unlawful conduct, material failure to teach approved learning outcomes, or assessment that is not based on the relevant academic criteria.

8. External speaker and event approval procedure

8.1 Requirement for approval

All events involving an external speaker must be notified, risk assessed and approved before any invitation is confirmed publicly or the event is advertised.

This requirement applies to events held on College premises, delivered online or in a hybrid format, organised, funded, branded or endorsed by the College, delivered at another location in the College's name, or organised by students, staff, societies, contractors or partner organisations.

Routine contributions to approved teaching by visiting practitioners may follow a proportionate, simplified process. The event organiser must still notify the relevant College Management Team member and confirm that no higher risk indicators are present.

The process must not be used to restrict an external speaker because their lawful views are controversial, unpopular, offensive or inconsistent with an institutional position.

8.2 Submission of an external speaker request

The event organiser must complete the External Speaker Request and Risk Assessment Form and submit it as early as reasonably possible. Requests should normally be submitted at least 15 working days before the proposed event.

A shorter notice period does not automatically prevent approval. The College will consider whether the available time permits a proper assessment and the implementation of any necessary arrangements.

The request must include:

- the organiser, responsible College Management Team member and event details
- the name, role, affiliation and relevant experience of each speaker
- the intended subject matter, audience, attendance and event format
- whether the event is public, restricted, ticketed, recorded, streamed or published
- known objections, protests, threats or risk of disruption
- known safeguarding, Prevent, equality, welfare or accessibility considerations
- proposed mitigations or event management arrangements

The organiser must provide accurate and relevant information. The College must not request information that is unnecessary or disproportionate to the assessment.

8.3 Initial checks

The event organiser must undertake reasonable checks using reliable and publicly available information. These checks must focus on identifiable risks rather than the popularity or acceptability of the speaker's views.

The initial checks must consider whether there is credible evidence that:

- the anticipated speech may be unlawful
- the speaker has previously used a comparable event to encourage terrorism, invite support for a proscribed organisation, incite violence or engage in other unlawful speech
- the event may create a risk of people being drawn into terrorism
- there is a credible threat to physical safety, or a risk of serious disorder, intimidation or unlawful disruption
- the event raises a material safeguarding, equality, welfare or accessibility concern
- the event may materially disrupt teaching, assessment or essential College operations
- specialist security, police, Prevent or legal advice may be required

A previous cancellation, protest, media report or refusal by another institution must not determine the outcome. It may be considered only where the underlying facts provide credible evidence relevant to the proposed event.

8.4 Risk classification

Every external speaker request must be classified as standard risk or higher risk.

8.4.1 Standard risk

An event will normally be classified as standard risk where there is no credible indication that unlawful speech is anticipated, no material Prevent or safeguarding concern has been identified, no credible threat of violence, disorder or serious disruption is known, and the event can be managed through normal venue and operational arrangements.

A speaker's lawful viewpoint, political position, religious belief, philosophical belief, reputation or perceived controversial status does not make an event higher risk.

8.4.2 Higher risk

An event must be classified as higher risk and referred for Executive Leadership Team consideration where one or more of the following applies:

- there is credible evidence that unlawful speech may occur
- there is a material risk of encouragement of terrorism, support for a proscribed organisation or people being drawn into terrorism
- there is a credible threat of violence, criminal activity, serious disorder or intimidation
- significant or organised disruption is reasonably foreseeable
- police, specialist security, Prevent, safeguarding or legal advice is required
- substantial additional security or crowd management arrangements may be necessary
- a material safeguarding, equality or welfare risk cannot be managed through routine arrangements
- the proposed mitigations may significantly affect the speaker's ability to express lawful views
- cancellation, refusal, indefinite delay or exclusion of a speaker is being considered
- the relevant College Management Team member or specialist adviser cannot determine that the available mitigations are sufficient
- another significant legal, regulatory or institutional risk requires executive consideration

The assessment must identify the evidence supporting the classification. A general concern, anticipated offence, reputational risk or external pressure is not sufficient.

8.5 Standard risk approval by CMT

A standard risk external speaker request may be approved by the College Management Team member with operational responsibility for the event or the area organising it.

Before approval, the relevant College Management Team member must confirm that:

- the required information and risk assessment have been completed
- the anticipated speech is treated as lawful unless a specific legal restriction has been identified
- identified risks can be addressed through routine and proportionate arrangements
- the event does not meet the higher risk threshold
- the venue, staffing, accessibility and operational arrangements are suitable
- the organiser and speaker will be informed of any conditions

The College Management Team member may seek advice from the Prevent Lead, Designated Safeguarding Lead, Health and Safety Lead, Head of Systems, Head of Student Support and Experience or another relevant specialist.

The decision must be recorded as approved without additional conditions, approved subject to specified conditions, or referred to the Executive Leadership Team as a higher risk event.

A College Management Team member must not refuse, cancel or indefinitely delay an event involving lawful speech. Where such an outcome is being considered, the matter must be referred to the Executive Leadership Team.

8.6 Referral to ELT

The event organiser and relevant College Management Team member must complete the Higher Risk External Speaker Referral Form where the event meets a higher risk criterion, the appropriate classification remains uncertain, specialist advice identifies a material concern, executive approval of mitigations is required, or refusal, cancellation, indefinite delay or exclusion of a speaker is being considered.

The referral must include the original request, completed risk assessment, evidence supporting the classification, specialist advice, reasonably practicable measures considered, the recommended outcome and the effect of the proposed decision on freedom of speech and academic freedom.

8.7 ELT assessment and decision

The Executive Leadership Team must apply the decision framework in section 7. It may obtain relevant Prevent, safeguarding, data protection, health and safety, security, police, university partner or legal advice. Consultation must not create unnecessary delay.

The Executive Leadership Team may decide that the event:

- may proceed as proposed
- may proceed subject to specified conditions
- should be moved, rescheduled or delivered in an alternative format that preserves meaningful participation
- should be postponed for the shortest reasonable period while necessary arrangements are completed
- cannot proceed because the anticipated speech is unlawful

- cannot proceed because no reasonably practicable measure can address a serious and evidenced legal or physical safety risk

The starting point must be that the event proceeds. Refusal, cancellation or indefinite delay is exceptional. The decision must not be based on a lawful viewpoint, anticipated offence, institutional reputation, media attention or pressure from internal or external groups.

8.8 Conditions of approval

Conditions must be directly related to an identified risk and must not interfere with lawful speech more than necessary. Conditions may include an experienced chair, audience conduct procedures, registration, proportionate access checks, an alternative room or time, attendance limits, stewarding, security, peaceful protest arrangements, restrictions on unauthorised recording, accessibility or welfare support, or an online or hybrid format.

An opportunity for lawful challenge or opposing perspectives may be required where this addresses a specific and evidenced Prevent risk. A speaker must not be required to remove lawful content merely because it may be controversial, upsetting or offensive.

8.9 Notification of decision

The organiser must receive a written decision stating the risk classification, outcome, conditions, reasons, decision maker, required actions and review route. The organiser must communicate approved arrangements to the speaker and relevant participants. The event must not proceed until the required approval has been recorded.

8.10 Changes after approval

The organiser must notify the approving College Management Team member promptly if the speaker, subject, format, audience, venue or risk information changes materially. The College Management Team member must determine whether the existing approval remains valid or the request must be referred to the Executive Leadership Team.

8.11 Urgent circumstances

Where a material risk emerges during or immediately before an event, the event chair or responsible manager may take necessary action to protect physical safety or prevent unlawful conduct. Where reasonably practicable, action should be directed towards the person or conduct creating the risk rather than ending the whole event.

Suspension or termination is a last resort. Any decision to terminate an event must be reported immediately to the relevant Executive Leadership Team member and documented after the event.

8.12 Records

The College must retain the request, risk assessment, evidence, specialist advice, College Management Team (CMT) decision, any Executive Leadership Team (ELT) referral and decision, conditions, communications, review and incident records in accordance with its records management and data protection requirements. The record must demonstrate how particular regard was given to freedom of speech and academic freedom.

9. Security costs

Except in exceptional circumstances, the College will not require an organiser, speaker or body to meet security costs relating to the use of College premises where the statutory duty applies.

Exceptional circumstances arise only where independently assessed security costs exceed the objective financial threshold approved and published by the College from time to time. The threshold must apply consistently and without reference to the ideas, opinions, policies or objectives of the speaker, organiser, event or participants.

Before passing on any eligible amount, the College will provide:

- a written calculation and explanation
- reasonable time for the organiser to seek review
- an independent review by a person not involved in the original calculation

10. Conduct at meetings and activities

Everyone has the right to freedom of speech within the law. Participants must permit speakers and others to express lawful views and must comply with lawful and proportionate directions from the chair or event staff.

The following conduct is prohibited:

- violence, threats, intimidation or criminal damage
- unlawful harassment or discrimination
- persistent disruption intended to prevent lawful speech or participation
- unauthorised access to restricted areas or interference with safety controls
- recording, processing or publishing personal data unlawfully

The chair may pause proceedings, remove an individual whose conduct breaches these requirements, or seek security assistance. Ending the whole event is a last resort and must be limited to circumstances in which no less restrictive effective measure is available.

11. Complaints, reviews and appeals

11.1 Event decision review

An organiser or affected speaker may request a review of a condition, refusal, cancellation, indefinite delay or security cost decision. The request should normally be made within five working days, or sooner where required by the event date.

The review will be undertaken promptly by a senior person who was not involved in the original decision. The reviewer will consider the statutory duties, the evidence, the proportionality of restrictions and any practicable alternatives. The written outcome is final under the event approval process.

11.2 Complaints

Students may use the Student Complaints Procedure. Staff may use the relevant staff grievance or complaint route. Visiting speakers and other affected people may submit a complaint to the Chief Academic Officer.

Complaints relating to speech must receive an early assessment. Vexatious, frivolous or obviously unmeritorious complaints about lawful expression should be rejected promptly. An investigation must not itself penalise a person for expressing a lawful viewpoint.

The College will signpost any applicable external route after its internal process is complete, including the Office of the Independent Adjudicator for eligible student complaints and the Office for Students route where available and applicable.

12. Records and information handling

The College will retain event notifications, risk assessments, decisions, reasons, conditions, reviews, complaints and significant incident records in accordance with its records management and data protection policies.

Records of decisions with a substantial effect on freedom of speech must show how particular regard was given to freedom of speech and academic freedom. Personal data will be collected only where necessary, handled securely and shared only where lawful and proportionate.

13. Training, communication and promotion

The College will:

- bring this policy and the relevant statutory provisions to students' attention at least once each year
- publish the current policy prominently and without a password requirement
- include appropriate information in student and staff induction
- provide role specific training for staff who make decisions affecting speech, events, conduct, employment, equality, Prevent, safeguarding, teaching or research
- link this policy from other policies that may affect freedom of speech or academic freedom

Training may explain legal and institutional positions, but completion must not require a person to endorse a viewpoint or value judgement unrelated to a lawful role requirement.

14. Monitoring and assurance

The Chief Academic Officer will provide an annual report to Academic Board and the Board of Governors. The report will include, as appropriate:

- the number and type of notified and escalated events
- conditions, refusals, cancellations and reviews
- complaints and material incidents
- Prevent and safeguarding issues, reported in a manner consistent with confidentiality
- training and annual communication activity
- themes, risks and actions arising from implementation

The College will review related policies and committee terms of reference to identify and remove provisions that unnecessarily restrict lawful speech.

15. Review cycle

This policy will be reviewed at least every two years and earlier where there is a relevant change in law, OfS guidance, Prevent guidance, College operations or learning from a material case.

16. What this means for you

16.1 If you organise an event

- notify the College early and provide accurate, proportionate information
- start from the expectation that lawful events should proceed
- work with the College on necessary safety and legal arrangements
- tell the speaker and participants about approved conditions

16.2 If you attend, speak or protest

- you may express and challenge lawful views, including controversial views
- you may protest peacefully, but you must not prevent others from speaking or participating
- you must comply with lawful safety and conduct directions

16.3 If you make a decision

- assume speech is lawful unless a legal restriction is identified
- record the evidence and apply the three step framework
- choose the least restrictive effective response
- do not rely on offence, reputation or viewpoint as grounds for restriction

Appendix A : External Speaker Request and Risk Assessment Form

Complete this form for every event involving an external speaker. Provide only information relevant to the proposed event.

Part 1 : Organiser and event details

Information required	Response
Event title	
Event organiser	
Department or student group	
Responsible CMT member	
Event date and time	
Venue or online platform	
Purpose and intended outcomes	
Proposed format	
Expected attendance	
Intended audience	
Public, restricted, ticketed or invitation only	
Recording, streaming or publication arrangements	

Part 2 : External speaker details

Information required	Response
Speaker name	
Role and organisation	
Relevant experience	

Proposed subject matter	
Other participating speakers	
Previous relevant engagement with UKCBC	
Information supplied by the speaker	

Part 3 : Initial risk assessment

For each question, select Yes, No or Not known and provide evidence where relevant.

Assessment question	Yes, No or Not known	Evidence or comments
Is there credible evidence that unlawful speech may occur?		
Is there a potential Prevent concern?		
Is there a material safeguarding concern?		
Is there a credible threat of violence, disorder or intimidation?		
Is organised or serious disruption reasonably foreseeable?		
Could the event involve unlawful discrimination, harassment or segregation?		
Are specialist security or crowd management arrangements likely to be required?		
Is police, Prevent, safeguarding or legal advice required?		
Could the event materially disrupt teaching or College operations?		
Are there accessibility or welfare concerns requiring additional arrangements?		
Are any restrictions on the speaker or event being considered?		
Is there any other material risk?		

Part 4 : Risk classification

Proposed classification: ☐ Standard risk ☐ Higher risk ☐ Further information required

Reasons _____ for _____ classification:

Proposed _____ mitigations:

Part 5 : CMT decision

I confirm that I have reviewed the external speaker request and risk assessment.

Decision: ☐ Approved without additional conditions ☐ Approved subject to conditions ☐ Referred to ELT as a higher risk event ☐ Further information required

Conditions or required actions:

Name of CMT member	Role	Signature	Date

Appendix B : Higher Risk External Speaker Referral Form

Part 1 : Referral information

Information required	Response
Event title	
Event organiser	
Responsible CMT member	
Proposed date	
Date referred to ELT	
Proposed speaker	
Proposed risk classification	
Reason for referral	

Part 2 : Higher risk indicators

Higher risk indicator	Evidence
Potentially unlawful speech	
Prevent concern	
Safeguarding concern	
Threat to physical safety	
Serious disorder or disruption	
Equality or harassment concern	
Significant security requirement	
Material operational impact	
Proposed restriction on lawful	

speech	
Other significant risk	

Part 3 : Advice received

Adviser or body	Advice received
Prevent Lead	
Designated Safeguarding Lead	
Health and Safety Lead	
Data Protection Officer	
Security or police	
University partner	
Legal adviser	
Other specialist	

Part 4 : Measures considered

Proposed measure	Would it allow the event to proceed?	Reason
Alternative venue or time		
Independent chair		
Controlled attendance		
Additional security		
Protest arrangements		
Online or hybrid delivery		
Opportunity for challenge		
Welfare or accessibility support		
Other measure		

Part 5 : ELT decision

Decision: ☐ Approved without additional conditions ☐ Approved subject to conditions ☐
Rescheduled with an effective alternative ☐ Postponed for the shortest reasonable period
☐ Refused because the anticipated speech is unlawful ☐ Refused because no reasonably practicable
measure can address a serious legal or physical safety risk

Reasons for the decision:

Legal or regulatory basis for any restriction:

Consideration given to freedom of speech and academic freedom:

Conditions and required actions:

Review route:

Approved by	Role	Signature	Date

Appendix C : External references

- [Office for Students, Regulatory Advice 24: Guidance related to freedom of speech, updated 11 November 2025](#)
- [Higher Education and Research Act 2017, Part A1](#)
- [Higher Education \(Freedom of Speech\) Act 2023](#)
- [Counter Terrorism and Security Act 2015, sections 26 and 31 and Schedule 6](#)
- [Prevent duty guidance: England and Wales 2023](#)
- [Human Rights Act 1998](#)
- [Equality Act 2010](#)
- [Public Order Act 1986](#)
- [Protection from Harassment Act 1997](#)
- [Terrorism Act 2000](#)
- [Terrorism Act 2006](#)
- [Online Safety Act 2023](#)

Version History

Version	Date	Author	Summary of changes	Approved by
1.0	23 October 2026	Chief Academic Officer	Initial draft including detailed CMT and ELT external speaker risk assessment and approval arrangements; front sheet, footer and cross references updated for approval. Abbreviations spelt out at first use in line with GA 3.1 (25 October 2026). Version History table aligned with the suite (26 October 2026).	Academic Board