



# LFA FREEDOM OF SPEECH POLICY

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## PRINCIPLES

The purpose of this document is to explain the principles behind the Academy's policy on external speakers (see the Academy's External Speakers and Events Policy).

Under the Education Act (1986), the governing council of the Academy is required to take such steps as are reasonably practicable to ensure that freedom of speech within the law is secured for the Academy's members, employees and students, and for visiting speakers. Everyone has the freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, without placing themselves in jeopardy of losing employment status or privileges.

The Office of Students public interest governance principle of Academic Freedom apply to all registered providers, such that academic staff at an English higher education provider, have freedom within the law:

- 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 privileges they may have at the provider.

However, under the Counter-Terrorism and Security Act 2015 the governing council of the Academy is also required to take such steps as are reasonably practicable to ensure due regard to the need to prevent people from being drawn into terrorism.

Therefore, the Academy will ensure that the use of its premises is not denied on grounds connected with the beliefs, views, policies or objectives of an individual or group of individuals, as long as such use is at all times within the law. The Academy has a duty to prevent unlawful discrimination and promote equality of opportunity, and to maintain safety and good order on its premises.

The Academy's duty within the law should not normally conflict with the freedom of expression of its community. Tolerance and respect for opposing viewpoints are entirely compatible with the fostering of good relations, and are integral aspects of Academy culture.

It is a right of the Academy's members, employees and students to work and study unhindered by hostility and intimidation.

## THE SCOPE OF THIS POLICY

This policy applies to all audiences and members of the Academy community (whether or not employed by the Academy), which includes students, staff (including agency staff and contractors), the Students' Union, the governing council, and any person or group who wishes to hold an event that is in any way affiliated with the Academy.

All events or meetings ('Events') that occur on Academy premises, or that occur off-premises, but that are affiliated with or otherwise endorsed by the Academy.

Members of the Academy community in relation to their use of the Internet, including social media. Due consideration shall also be given to the Academy's ICT Acceptable Use Policy.

External Speakers - see the Academy's [External Speakers and Events Policy](#).



## REPORTING

Any breach of this policy may result in disciplinary action under the relevant procedure, the withdrawal of approval for the relevant Event, or any other action deemed to be appropriate.

Where an individual feels that this Freedom of Speech Policy has been breached, a complaint may be lodged through the [Complaints Procedure](#).

In instances where the actions of an External Speaker, in respect of this Academy policy or any other, may constitute a breach of criminal law, the Academy will assist the prosecuting authorities as appropriate in line with its [ICT Acceptable Use Policy](#)

## RELATED POLICIES AND GUIDANCE

- [Universities UK guidance on External Speakers in Higher Education](#)
- [The Prevent Duty: Guidance for Higher Education Institutions in England and Wales](#)
- [Safeguarding Policy](#)
- [External Speakers and Events Policy](#)
- [Complaints Policy](#)
- [ICT Acceptable Use Policy](#)
- [Privacy Policy](#)

