





- 2.11 No person or body to whom this Code applies shall prevent or seek to prevent any student or group of students from attending any academic activity required by, or properly associated with, the course for which they are enrolled (whether or not within the University) because of the views of beliefs held or lawfully expressed by that student or group of students or because of the reasonable likelihood or the belief that such views will be expressed.

#### **UNIVERSITY PROGRAMMES, POLICIES AND PROCEDURES**

- 2.12 The University will ensure that its teaching, curriculum, policies and procedures reflect its duties to ensure, so far as is reasonably practicable, freedom of speech and academic freedom within the law. In particular:
- a) Its processes for programme development and approval, quality assurance and academic assessment will respect the rights of freedom of speech and academic freedom;
  - b) Its processes for facilitating research will respect the rights of freedom of speech and academic freedom;

course material, discussion or speaker's views that they find offensive, contentious or unacceptable, but are nonetheless lawful, and unlikely to be considered unlawful harassment or discrimination under the Equality Act 2010.

3.2 The University is subject to the public sector equality duty and when it is exercising its functions it must have due regard to the following three aims:

- (i) the need to eliminate unlawful discrimination, harassment and victimisation;
- (ii) the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it, and







Freedom of Expression

Article 10.1



related to the protected characteristic which has the purpose or

*must consider when they are promoting freedom of expression. For example, when a HEP takes steps to ensure a debate on a divisive topic can go ahead – to protect free speech – it must consider the potential impact on students who may feel vilified or marginalised by the views expressed. They should think about how to ensure those students feel included and welcome within the HEP environment. HEPs who are subject to the s.43 duty should therefore use the PSED to encourage good relations, but without restricting lawful free speech.”*

#### Other types of discrimination

It is possible that other types of discrimination may be engaged when considering freedom of speech and these are summarised briefly below.

Direct discrimination occurs where the University treats a person less favourably because of a protected characteristic.

## **Annex B - EVENTS**

1. Any person or body wishing to hold an event on premises controlled by the University must complete the relevant room booking form and provide further details of the event if required. This requirement applies to both internal and external bookings for any venue controlled by the University. It is a mandatory requirement that the organisers of any event indicate they accept the terms of this Code when making a venue booking.
2. Any person or body to whom this Code applies who is engaged in the organisation of any event on premises controlled by the University at which it is reasonably suspected that any of the criteria in section 4.2 of the Code may apply shall normally give the designated officer (see footnote) not

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The Designated Officer is reviewed on an annual basis. For 2023/24 the designated officer is the University Secretary (unisec@worc.ac.uk)