



MONT ROSE®  
COLLEGE

# External Speaker Code of Conduct 2025-2027

**Approved by:** Academic/Quality Assurance Board

**Date of approval:** 13/02/2025

**Effective date:** 13/02/2025

**Next review date:** 31/03/2027

## 1. Purpose

1.1 This code of conduct exists to ensure that all speakers taking part in Mont Rose College hosted or run event act by following the College's **External Speaker Code of Conduct**.

1.2 The College will assign a person responsible for the event, who will be ensuring that:

- This Code of Conduct is communicated to all external speakers (once approved and confirmed via the External Speaker Booking Process)
- That all reasonable steps have been taken to ensure that the requirements within it are upheld.

## 2. Freedom of Speech and Academic Freedom

2.1 Free speech is fundamental to the role of Mont Rose College.

2.2 As a matter of law, educational institutions in England and Wales have a statutory duty to secure Freedom of Speech, reflecting their mission as places where new ideas can be advanced and open, and free debate can occur.

2.3 The Education Act (No 2) 1986 requires the educational institution to take such steps as are reasonably practicable to ensure that Freedom of Speech within the law is secured for its employees, students and visiting speakers. Therefore, Mont Rose College requires all employees and students to tolerate and protect opinions within the law.

2.4 However, whilst the law promotes and protects Freedom of Speech; it also requires ensuring public order and safety. The College recognises that it has a legal responsibility to create a balance between minimising the possibility of extremism or unlawful conduct and ensuring that it meets its legal obligations concerning securing Freedom of Speech.

2.5 Academic Freedom means to teach and conduct research in an academic environment without the influence of religion, politics or other factors. This is very important for students and staff at Mont Rose College.

## 3. Legal Context

3.1 Private Rights –Protection from harassment, defamation and unlawful breach of their human rights, unfair treatment.

3.2 Criminal Law –harassment, breach of the peace and terrorism.

3.3 Public law – Freedom of Speech and some duties under the Equality Act.

#### 4. Conduct

4.1 Mont Rose College expects external speakers to act following the law and not breach the lawful rights of others.

4.2 Invitations of external speakers play a central role in College's life, not least in allowing students to be exposed to a range of different beliefs, challenge other people's views, and develop their own opinions.

4.3 During the event at which the speaker participates, he or she shall NOT:

- Act in breach of the criminal law.
- Express hatred or violence or any breach of the criminal law.
- Promote any acts of terrorism or individuals, groups that support terrorism.
- Discriminate against or harass any person or group based on their sex, race, nationality, ethnicity, disability, religious or other similar belief, sexual orientation or age.
- Defame any person or organisation.
- Raise funds for any external organisation or cause without the express permission of the College

4.4 The MRC reserves the right not to permit an external speaker to speak at or attend an event, to stop an event at any time if it reasonably considers there may be a breach of the External Speaker Policy or of any legal obligation.

4.5 The External Speakers/ Referrers could request the " External Speaker Form" by emailing: [safeguarding@mrcollege.ac.uk](mailto:safeguarding@mrcollege.ac.uk)

Alternatively, the form could be downloaded from our website.

<https://mrcollege.ac.uk/mrc-policy/>

4.6 The completed form should be submitted for consideration to:

[safeguarding@mrcollege.ac.uk](mailto:safeguarding@mrcollege.ac.uk)

