

1. The University is committed to the principle and promotion of freedom of speech and academic freedom. This Code of Practice outlines the University's commitment to ensuring that free speech duties under the Higher Education (Freedom of Speech) Act 2023 is secured for all

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6. Through our values and behaviours which are: transformative, collaborative, empowering, professional, creative, and inclusive, we will together endeavour to secure free speech and academic freedom.

7. We strive to deliver the highest standards of service and scholarship and to foster a culture of free speech within the law, freedom to conduct research and distribute knowledge without fear of placing oneself at risk of losing their position, place, job or other privileges and benefits.

8. The University expects staff, students, and visitors to be inclusive and tolerant of different views and to engage in discussion in a constructive, questioning, and peaceable way.

9. This includes the right of staff and students to freedom of assembly, and to protest certain viewpoints, in a manner which will not obstruct the ability of others to exercise their lawful freedom of speech. These rights extend to visitors and attendees to the University community taking part in affiliated events and activities.

10. We thrive through inclusive, trusting and supporting relationships which build a sense of community and mutual responsibility and help achieve our goals.

11. This section sets out the following reasonably practicable steps the University takes to secure freedom of speech and academic freedom through embedding the principles of regulatory advice within our policies and procedures, where policies or procedures may directly or indirectly



17. Lawful expression of controversial views will not in itself be a reason to prevent attendance to, nor an event or activity to proceed. However, it may be reasonable for the University to refuse attendance or permission for an event or activity to proceed where:

18. Policies and procedures that could directly or indirectly (both positively or negatively) affect freedom of speech and to act compatibly with the statutory free speech duties should be clearly governed by the relevant decision-makers. This includes the role of any relevant leadership oversight and committees that may make decisions on the amendment or adoption of policies. We recognise this work through the embedding free speech principles through relevant committee Terms of Reference to ensure freedom of speech and academic freedom are fore in any decision making and policy review. The portfolio of our committees which may have this operational oversight extend to, but are not limited to:

19. The University adopts a fair process to complaints that includes an objective and rapid triage process for complaints relating to free speech. The University has a right to reject complaints that constitute to vexatious, frivolous, or obviously unmeritorious complaints because of a lawful

