
Freedom of Speech Policy

- 1.** The rights and duties expressed within this policy apply to:
 - All staff, students and directors of CE Ltd
 - Any guest of CE Ltd including guest lecturers and speakers
 - Any other person permitted to utilise CE Ltd's premises or resources or permitted to attend any event held at its premises; and
 - CE Ltd events that are held on and off its premises.
- 2.** CE Ltd recognises and supports freedom of speech and expression, within the law, as a fundamental principle of a democratic society and one that is central to higher education.
- 3.** CE Ltd will support the principle of freedom of speech and expression even where the ideas and views expressed may be unpopular, controversial and contested. CE Ltd also recognises that freedom of speech and expression must be exercised within the law to protect the rights and freedoms of others. Consequently, CE Ltd and the Christie's Group will not permit its premises or resources to be used to promote or support radicalisation, insurrection, incitement to riot, hatred or violence towards a section of society, particularly those that share a protected characteristic, or other act that may lead to a breach of the peace or public disorder.
- 4.** CE Ltd shall have the right and powers to protect freedom of speech and expression within its premises, resources, and activities and to determine when those freedoms are being breached or are being exercised outside the law.
- 5.** Premises and resources are defined as those buildings and facilities over which CE Ltd or The Christie's Group have control (including online or virtual classrooms and communication spaces). Activities include the provision of learning and teaching opportunities, tutorials, seminars, workshops, guest lectures, external speaker events, and social, pastoral, cultural and political events arranged by students or staff.
- 6.** Programme Directors are responsible for ensuring that freedom of speech and expression is embedded within learning and teaching materials and activities and for reporting instances where these freedoms are transgressed.
- 7.** The Board of CE Ltd shall require the International Managing Director (IMD) to issue and keep up to date a Code of Practice (the Code) which it shall approve setting out:
 - The procedures to be followed by those to whom this policy applies with regard to meetings, events and activities which are to be held on the premises and which fall within any class of meeting, event or activity in this policy. The decision of the IMD

with regard to the holding of such meetings, events, and activities shall be final having taken account of relevant legislation, including the Prevent Duty, and his/her judgement of the risk of unlawful acts to persons or property;

- The conduct required of such persons in connection with any such meeting or activity; and
- Such other matters to give effect to this policy as the Board considers appropriate.

8. The Board of CE Ltd shall be entitled to take action, under the relevant disciplinary procedure, against any person who breaches this policy or the Code.
9. The Board of CE Ltd shall, in accordance with its legal obligations including those under section 43 of the Education (No 2) Act 1986, periodically review and, where necessary, update this Code and any associated events policy and procedure that supports it.
10. Breaches of this policy or the Code shall be reported to the IMD who shall make an annual report to the Board. He/she shall review the policy and the Code annually and bring forward any recommendations for amendment for consideration by the Board as shall seem desirable or necessary.

Approved by the CE Ltd Board on 12 November 2018.