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# Freedom of Speech Policy

## The Dyson Institute

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Approved by: IMB

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# 1.0 Introduction

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The Dyson Institute is committed to freedom of speech and academic freedom. Its approach is to enable and promote free speech and encourage debate of all kinds, insofar as this debate does not breach confidentiality agreements, constitute bullying, harassment, or discrimination, or in any way incite violence or hatred.

The aims of this policy are to:

- secure freedom of speech within the law for students, employees, council members and visiting speakers;
- ensure, so far as is reasonably practicable, that use of any premises of the establishment is not denied to any individual or body of persons on any ground connected with the beliefs or views of that body, or the policy or objectives of that body; and to
- set out the procedures to be followed by members, students and employees of the establishment.

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## 2.0 Principles

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The Dyson Institute is a place of debate and discussion where ideas can be tested without fear of control, where students learn to challenge ideas and think for themselves, and where the pursuit of knowledge is underpinned by rationality.

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## 3.0 Lawful restrictions on freedom of speech

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The Dyson Institute will not unreasonably refuse to allow events to be held on its premises unless a conflicting legal provision is identified as a reason to refuse/restrict events. External speakers who are known to be members of proscribed groups or organisations, or who are likely to encourage support for proscribed groups or organisations under UK law should not be invited to speak at Dyson Institute events.

In ensuring the active promotion of freedom of speech within the law, the Dyson Institute will be mindful of the following legislation:

- Section 43 of the Education Act (No 2) 1986 to take reasonably practicable steps to ensure freedom of speech on its premises.
- The Human Rights Act 1998 which established the individual's right to freedom of expression (Article 10) and the right to freedom of assembly and association (Article 11) in UK law.
- The Equality Act 2010 that places duties upon public authorities to prevent discrimination on the basis of protected characteristics as set out in the Act.
- Health and Safety law which places duties upon public authorities to ensure compliant arrangements for safe and healthy working and operations within its premises.
- The Prevent Duty which places duty under the powers of the Counterterrorism and Security Act 2015 to prevent students and staff from being drawn into support for or participation in terrorism.

Reasonable grounds for refusal include, but are not limited to, the fact that the event is likely to:

- incite those attending to commit a criminal act;
- lead to the unlawful expression of views;
- support an organisation whose aims and objectives are illegal or are on a UK Government proscribed organisations list; or to
- promote radicalisation and extremism.

A full list of proscribed organisations can be found [here](#).

If you wish to raise a concern about the policy or its application, please email [dysoninstitute.regulation@dyson.com](mailto:dysoninstitute.regulation@dyson.com).

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## 4.0 On campus events

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The invitation of external speakers to events held outside of designated lecture time must be approved, in writing, by a member of the Institute Management Board (IMB) or a member of the Safeguarding and Prevent team. The organisers of any such event to which this policy applies shall ensure that a single person is appointed as principal organiser of the event.

Event means any event of any kind on Dyson Institute or Dyson Technology Ltd. premises, including virtual events using Dyson systems.

The principal organiser must complete the External Speaker Checklist [here](#).

In the case of an evening event, the premises Security team must be briefed, and their approval secured in advance, this information is required on the External Speaker Checklist.

Once approval has been granted, the visitor can be registered using Dyson Technology Ltd.'s procedure for registering external visitors, available [here](#).

The Dyson Institute, in conjunction with Dyson Technology Ltd. if the event is located on its premises, shall conduct a risk assessment before granting or withholding permission for the event. In the case of an evening event, the premises Security team must be briefed, and their approval secured in advance.

The Designated Safeguarding Lead shall report to the Head of Engineering Programme, any decision taken to refuse permission for an event to take place.

The Dyson Institute is situated within the secure premises of Dyson Technology Ltd. and ensuring the security of the company's intellectual property is paramount. Dyson Technology Ltd. has the right to deny external visitors access to its premises if correct security protocols have not been followed in arranging their visit, or if it has security concerns about the particular visitor.

Members of the general public cannot be invited to attend events on Dyson Technology Ltd. premises. Dyson Technology Ltd. employees may be invited – but events wider than the Dyson Institute must be approved by and arranged in partnership with Dyson Technology Ltd.'s internal communications team.

Once on Dyson Technology Ltd. premises, external visitors must be escorted at all times by a Dyson Institute or Dyson Technology Ltd. employee.

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## 5.0 Off campus events

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Off-campus events must be approved by a member of IMB or the Safeguarding and Prevent team where the event is organised by a Dyson Institute student or member of staff and one or all of the following criteria apply:

- the target audience for the event is predominantly Dyson Institute staff/students; or
- advertising for the event carries the Dyson Institute branding;
- event is funded or part-funded by the Dyson Institute.

IMB or Safeguarding team's approval is not required if the degree of association to the Dyson Institute (through attendance or participation of staff or students, funding or branding) is very limited, or if the individuals in attendance would be reasonably interpreted as acting in a personal capacity.

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## 6.0 Non-compliance with this policy

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Infringements of, or departures from, this policy may render those responsible subject to disciplinary proceedings in accordance with Dyson Technology Ltd.'s Disciplinary Policy and procedures.

Additionally, if any such actions involve breaches of criminal law, the Dyson Institute will be required to assist the police or prosecuting authorities in their investigations and/or any prosecution.