



Quality Manual 2018-2019

MILLENNIUM PERFORMING ARTS

Limited Company

Registered in England & Wales No. 03308803

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External Speakers' Policy

Reviewed February 2019 (due for review February 2020, KC/TQE & SH/WC)

Introduction & scope

The Education Act 1986 imposes a duty on all educational establishments to ensure that freedom of speech is secured for all students and employees. As with all freedoms, free speech is a qualified privilege subject to the limits imposed by law including those governing the protection of national security; prevention of crime and the equality and discrimination and the protection of the rights and freedoms of others.

MPA will refuse to allow a workshop or event to go ahead, where it reasonably believes that it is likely to:

- incite hatred, violence or call for the breaking of the law;
- encourage, glorify or promote acts of terrorism;
- spread hatred and intolerance, including insulting other faiths or groups;
- promote, support or gather funds for an illegal group;
- promote views, which contravene those outlined in the MPA Equality & Diversity Policy.

Procedure for staff and students

In the event of a staff member or student wishing to invite an external speaker to speak at MPA, the following procedure must be followed:

- The Staff member or student will submit an external speaker request to the Principal, which will cover expected number of attendees and whether the event will be a member only, invitation only event or open to the general community;
- confirm any external speakers' affiliations (specifically where they are political or religious);
- declaration of any knowledge of controversy attracted by the speaker or topic in the past;
- confirmation if the event and speaker are likely to attract media interest;
- confirmation of web site details (where relevant) providing further information on the speaker

Any failure to disclose full speaker details may result in an event/booking being cancelled and could result in referral for disciplinary procedures.

On receipt of the information, the Principal will research all speakers on Google (after first looking at any web link provided). This information is then noted, including a link to the most relevant information about the speaker.

The Principal will refer any speakers that may require further exploration to the Directors (and the Welfare Committee).

Where an individual from outside MPA contacts a member of staff and asks to run a workshop they must notify the Principal who will liaise directly with the speaker following the procedures outlined in this policy.

Assessing speakers - Any speakers who are deemed to require further exploration, will be investigated by the Welfare Committee and the Principal who will conduct an investigation into the proposed booking.

In making recommendations they will assess risk on the following basis:

- The potential for any decision to limit freedom of speech vs. its potential to be in breach of MPA Equality & Diversity Policy
- The duty placed on MPA under its Learner Safeguarding Policy and such acts as the Counter- Terrorism and Security Acts
- The potential for MPA failing in its wider legal duties
- The potential to cause reputational risk to MPA
- The potential for speakers to cause fear or alarm to members of the staff and student body
- The potential for the presence of external speakers on campus to give rise to a breach of the peace.

They may make one of the following recommendations:

- On the basis of the risks presented, to not permit the event with the external speaker to go ahead
- On the basis of the risks presented, to fully permit the event with the external speaker to go ahead unrestricted
- On the basis of the risks presented, to permit the event with the external speaker to go ahead on the basis of regulatory steps designed to reduce risk.

Regulatory steps designed to reduce risk may include:

- Requiring that the event is filmed by an independent body (provided notice is given in appropriate terms that this will be done)
- Requiring that the event is observed by members of Senior Management
- Requiring that an event promoting a particular view includes an opportunity to debate or challenge that view
- Requiring that a copy of any speech to be delivered by the speaker be submitted to the Principal/ Directors in advance.

When considering any regulatory steps designed to reduce risk, their potential to in and of themselves to cause risk should be taken into account. For example, the sense of oppression felt by the imposition of opening up the event to all MPA staff and students. The recommendation will be put to the Principal who will make a decision regarding whether the event is to go ahead or not. Where members of the Board of Directors disagree with the decision, they can call an emergency meeting in the usual way and/ or overrule the decision.

Where the person who proposed themselves, or the person who proposed the speaker in question disagrees with the decision made they shall have the right to appeal to the Board of Directors. Where the person who proposed themselves, or the person who proposed the speaker in question disagrees with the decision made they shall have the right to appeal to the Board of Directors. Where students or staff disagree with the decision made they shall have the right to submit a complaint in the usual way, a remedy to which shall be the option to consider the complaint an appeal as above.

13.14 Where MPA staff member is asked to speak at an outside event where it is likely that they could be sharing a platform with someone whose views may bring them into disrepute with the expectations of them as outlined in MPA's Equality and Diversity Policy, they must seek the advice of the Principal/ Head of Academic Quality for assistance to think through the implications and can raise a concern via the procedures outlined in the Learner Safeguarding Policy, where this is deemed necessary.

If the Principal and Head of Academic Quality & Curriculum, consider that a referred speaker needs to be reported to outside agencies, in the case for example, that it is deemed that their views are in breach of the law, the Principal and the DSO will, in consultation with the Board of Directors, decide when and how to do so. An annual report on referred speakers will be produced by the Principal/ DSO for the Board of Directors.