



Reuben College Code of Practice on Freedom of Speech

The following Code of Practice on Freedom of Speech was approved by Governing Body on 29th January 2025. It supersedes the College's Freedom of Speech Policy approved by Reuben College Governing Body 1 October 2021 ([Governance and Policies | Reuben College](#)).

The three College documents referred to of 'Events Referral Form', 'Room Booking Terms and Conditions' and 'Risk Assessment Template' can be found on the College Sharepoint site [[College Forms and Policies](#)] or, for those without a college sign-on, by application to events@reuben.ox.ac.uk.

1. Introduction

1.1 This Code of Practice sets out Reuben College's values and expectations relating to freedom of speech and academic freedom and how these values and expectations are applied to College activities.

1.2 Freedom of speech means the freedom, within the law, to receive and impart ideas, opinions or information by means of speech, writing or images (including in electronic form).

1.3 Academic freedom is a separate, but complementary right as further provided for in relevant other College and University policies. It applies, in relation to academic staff at the College and, means their freedom within the law to question and test received wisdom, and to put forward new ideas and controversial or unpopular opinions, including their opinions about the College, without institutional censorship and without placing themselves in jeopardy of losing their jobs or privileges.

1.4 References in this Code of Practice to "College premises" means land, buildings, or other premises owned, leased or occupied by the College or under the day-to-day control of the College.

1.5 The University and the Oxford Students' Union each have their own Codes of Practice on Freedom of Speech.

2. Legislative framework

2.1 The legal duty of UK universities to protect free speech is enshrined in the Education (No 2) Act 1986. Academic freedom is protected under the Education Reform Act 1988. Freedom of speech is also protected under Article 10 of the European Convention on Human Rights which has effect in the UK through the Human Rights Act 1998.

2.2 Section 43 of the Education (No 2) Act 1986 states that:

(1) Every individual and body of persons concerned in the government of any establishment to which this section applies shall take such steps as are reasonably practicable to ensure that freedom of speech within the law is secured for members, students and employees of the establishment and for visiting speakers¹.

¹ A "visiting speaker" means a person who has been invited to speak at the College by a member, student or College employee acting in their capacity as a member, student or College employee.

(2) The duty imposed by subsection (1) above includes (in particular) the duty to ensure, so far as is reasonably practicable, that the use of any premises of the establishment is not denied to any individual or body or persons on any ground connected with-

(a) the beliefs or views of that individual or of any member of that body; or

(b) the policy or objectives of that body.

2.3 Section 3 of the Education (No 2) Act 1986 states further that the governing body must maintain a code of practice setting out certain matters relating to meetings and activities, which are addressed in this document.

2.4 Whilst the College is not independently registered as a higher education provider as defined by the Education (No 2) Act 1986, the College has chosen to set out a Code of Practice in line with these principles.

3. Values²

3.1 Freedom of speech and academic freedom are central tenets of College life and must be robustly protected.

3.2 In all its activities, the College seeks to:

(1) secure and promote civic and academic freedoms including freedom of speech;

(2) ensure a very high level of protection for the lawful expression of a viewpoint and for speech in an academic context; and

(3) foster a culture of openness and inclusion, in which members of our community engage with each other, and the public, in debate and discussion, and remain open to both intellectual challenge and change.

3.3 Inevitably, this will mean that members of the College are confronted with views that some find unsettling, extreme or offensive. The College believes that a culture of free, open and robust discussion can be achieved only if all concerned engage critically but courteously with each other.

3.4 Within the bounds prescribed by law, all voices or views which any member of our community considers relevant should be given the chance of a hearing. Wherever possible, they should also be exposed to evidence, questioning and argument. As an integral part of this commitment to freedom of expression, we will take steps to ensure that all such exchanges happen peacefully and respectfully. With appropriate regulation of the time, place and manner of events, members of our community should have no reasonable grounds to feel intimidated or censored.

4. Conduct

4.1 The College is committed to fostering an inclusive culture which promotes equality, values diversity and maintains a working, learning and social environment in which the rights and dignity of all members of the College community are respected. In accordance with the terms of its Policy and Procedure on Harassment ([Governance and Policies | Reuben College](#)), the College does not tolerate any form of

² The University's EDI Strategic Plan (www.edu.admin.ox.ac.uk) sets out the University's values that express the ethos of its approach to equality, diversity and inclusion. They are: curiosity, courage, community and excellence. The College's own Action Plan is available here: [Equality, Diversity and Inclusion | Reuben College](#)

harassment or victimisation and expects all members of the College community, its visitors and contractors to treat each other with respect, courtesy and consideration.

4.2 Peaceful protest is a legitimate expression of freedom of speech. However, such protest must not shut down debate nor cause substantial disruption to College activities. The respect which the College expects all members of the College community to demonstrate towards each other is particularly important where it comprises respect for the right of others to speak freely and exercise their academic freedom. Staff, students and members of the College wishing to protest either on College Premises or on non-College premises in a manner which may disrupt College activities, must seek permission in advance by referring the matter under the Procedure for Meetings and Events set out in Annex A of this Code. Carrying out such protests without permission may lead to disciplinary action under the relevant procedures (as set out in paragraph 4.3). The College may also take action to remove any unauthorised encampment or occupation under its common law power of removal or by court proceedings.

The Proctors have published Guidance on Demonstrations or Protests which is available here: [University of Oxford Guidance on Demonstrations or Protests | Compliance](#) and the College has published similar guidance, for the college context, which is available as Annex B to this Code.

4.3 Complaints about the behaviour of individuals should be made under the appropriate procedure:

- a) Complaints about staff members should be made under the College's Policy and Procedure on Harassment ([Governance and Policies | Reuben College](#)) as set out above;
- b) Complaints about students should be made under the College's Non-Academic Disciplinary Procedure ([Governance and Policies | Reuben College](#))
- c) Complaints about others should in the first instance be made to the College President

4.4 Complaints that arise in the University context (i.e. in the course of University activity or on University premises) should normally be made to the University.

4.5 All activity and events must be conducted in accordance with, as appropriate:

- the College's Health and Safety Policies;
- the College's Terms and Conditions on room booking ([Room bookings | Reuben College](#));
- any requirements set down by required Risk Assessments, including consideration of details as provided through the College's Event Referral Form;
- other relevant college policies (including the College's Policy & Procedure on Harassment and College Code of Conduct)

5. College Activities

5.1 The College ensures that its events, communications, policies and procedures reflect its duties to ensure, so far as is reasonably practicable freedom of speech and academic freedom within the law.

5.2 In making decisions or adopting policies that could directly or indirectly (and positively or negatively) affect freedom of speech, the College will take into account:

- (a) the importance of academic freedom (as required e.g. by the Education Reform Act 1988);
- (b) the need to take reasonably practicable steps, to ensure that freedom of speech within the law is secured for members, students and employees of the College and for visiting speakers (as required e.g. by the Education (No 2) Act 1986);

(c) the rights and freedoms enshrined in the European Convention on Human Rights and incorporated into domestic law by the Human Rights Act 1998;

(d) the Public Sector Equality Duty established by the Equality Act 2010 which requires universities to have due regard to the need to eliminate unlawful discrimination, promote equality of opportunity, and foster good relations between different groups ; and

(e) the [Counter-Terrorism and Security Act 2015](#) which requires universities to ‘have due regard to the need to prevent people from being drawn into terrorism’ (section 26 (1)) and which also provides that ‘when carrying out the duty imposed by section 26 (1)’, universities ‘must have particular regard to the duty to ensure freedom of speech; and to the importance of academic freedom.’

5.3 A breach of this Code may lead to disciplinary action being taken under the appropriate College procedure (including staff disciplinary procedures for staff or the Student Non-Academic Disciplinary Procedure for students): ([Governance and Policies | Reuben College](#))

5.4 Complaints that the College has breached its duties in relation to freedom of speech may be raised by students and employees through the usual complaint routes. A complaint may also be brought by a former student where their complaint relates to events which occurred while they were a student and which impacted them in that capacity. The appropriate procedure for raising such complaints is as follows:

(a) complaints by members of staff should be addressed under any applicable grievance procedure unless they are related to other complaints and/or form part of an existing complaint, and/or fall under the scope of another staff procedure, in which case they should be raised within the procedure associated with those other complaints (e.g. the Harassment or disciplinary procedure);

(b) complaints by students and former students should be raised under the Student Complaints Procedure: [Governance and Policies | Reuben College](#) (within three months of incident) unless they are related to other complaints and/or form part of an existing complaint under another procedure in which case they should be raised within the procedure associated with those other complaints (e.g. the Harassment Procedure etc);

On receipt of any such complaint, the College will consider the most appropriate procedure to be followed, in consultation with relevant colleagues and the complainant and in some cases they may refer the matter to be considered under a different more appropriate procedure.

6.College Meetings and Events

6.1 Through the implementation of this Code, the College takes reasonably practicable steps to ensure that freedom of speech within the law is secured within its community. The College acts in a risk-based and proportionate manner and will always aim to allow an event to go ahead, provided that it is within the law and does not shut down debate, pose unacceptable risks to individuals or cause substantial disruption to College activities and will work with the organisers towards this goal. Cancellation of events is undesirable and should be exceptional.

6.2 A member, student (including Common Rooms and College Societies) or employee of the College who is organising a meetings or event (including those that take place online) or is responsible for administering external bookings of College Premises (the “Organiser”) is responsible for assessing those meetings and events in the context of this Code, of the College’s Terms and Conditions of Room Bookings, and of other relevant College policies. The Organiser MUST follow the procedure outlined in **Annex A** to this Code in any of the following circumstances:

(a) the meeting or event may give rise to an environment in which people will experience, or could reasonably fear, discrimination, harassment, intimidation, verbal abuse or violence, particularly (but not exclusively) on account of their age, disability, gender reassignment, marriage or civil partnership, pregnancy, maternity, race, religion or belief, sex or sexual orientation;

(b) the event is a protest³ which is intended to take place on College premises and/or in a manner which may disrupt College activities, including by any person⁴ occupying or setting up camp on College premises;

(c) the event could involve the use of College Premises for any purpose or in any manner that may cause damage to College premises; loss or damage to any person or put the College in breach of any law or obligation (contractual or otherwise) to any person;

(d) the event may shut down debate or prevent others from speaking freely or exercising their academic freedom;

and/or

(e) the meeting or event may pose a risk to the safety of any person.

If Organisers are in any doubt or have any questions or need for further information, they are encouraged to discuss the situation with College Bursar, Senior Tutor and/or Welfare Dean] in the first instance, and then seek further formal advice, as appropriate, from the College Dean and the University Security Services. No meeting or event which is proposed to be held on College premises may be refused, cancelled or altered as a result of the beliefs or views (in the case of an individual, or a member of a body) or the policy or objectives (in the case of a body) of the individual or body seeking to hold the meeting or event save as a result of consideration by the College Dean or other deputizing College Officer.

7. Monitoring and review

7.1 Reuben College will periodically review the contents and operation of this Code of Practice and report on its operation and recommend amendments to it for consideration by Governing Body as appropriate or necessary.

³ Protest includes any demonstration, protest, rally or similar event

⁴ "Person" means any natural person, corporate or unincorporated body

ANNEX A: PROCEDURES FOR MEETINGS AND EVENTS

A1. This Annex is issued under section 6.2 of the College's Code of Practice on Freedom of Speech (the "Code").

A2. Where a meeting or event falls under section 6.2 (a)-(e) of the Code, the Organiser should formally notify the meeting or event to the College Dean: dean@reuben.ox.ac.uk, with full details and at least twenty (20) working days in advance of the meeting or event, copying in the College's full time college officers: senior.tutor@reuben.ox.ac.uk and bursar@reuben.ox.ac.uk, using the College's 'Event Referral Form'.

If less notice is given the College will seek to consider the matter in the reduced timeframe if there are compelling reasons why the meeting or event cannot be delayed, and if it is reasonably practical to do so.

A3. In the context of this Code, the College Dean, or other deputizing College Officer, is entrusted with the duty to assess the implications of events formally referred to them and to act in accordance with the College's legal responsibilities, including as set out in the conduct and procedures in this Code.

A4. On receipt, the case will be assessed by the College Dean who will consult as appropriate with the Senior Tutor, Welfare Dean and/or Bursar. The starting point, for the College Dean considering a particular event will be that the event should be allowed unless there are compelling and exceptional reasons for it not to proceed.

A5. As required by section 12 of the Terrorism Act 2000, the College Dean or other deputizing College Officer will not give permission to hold a meeting or event where it is known that:

- (a) the proposed speaker belongs to, or professes to belong to, a [proscribed organisation](#); or
- (b) the proposed speaker will use the event to support, or to further the activities of, a proscribed organisation.

A6. In exceptional circumstances, it may be reasonable to refuse permission for a College meeting or event where the College Dean or other deputizing College Officer reasonably believes (from the nature of the speakers or from similar activities in the past whether held at the College or otherwise) that:

- the views likely to be expressed by any speaker are contrary to the law;
- the intention of any speaker is likely to incite breaches of the law or to intend breaches of the peace to occur;
- the meeting is likely to include the expression of viewpoints that are reasonably believed to be highly controversial and/or offensive and the Organiser will not permit contrary or opposing viewpoints to be held or expressed;
- the views likely to be expressed by any speaker are for the promotion of any illegal organisation or purpose, including organisations listed on the government's list of proscribed terrorist groups or organisations;
- the event is likely to shut down debate or prevent others from speaking freely or exercising their academic freedom;
- the event is a protest which involves any person occupying or setting up camp on College Premises;
- the event is likely to involve the use of College Premises for any purpose or in any manner that may cause damage to College premises or loss, damage, or injury to any person or put the College in breach of any law or obligation (contractual or otherwise) to any person;
- the event is likely to cause substantial disruption to College activities which cannot be mitigated by conditions imposed by the College Dean or other deputizing College Officer under paragraph A8;
- it is in the interest of public safety, the prevention of disorder or crime, that the meeting does not take place.

A7. The lawful expression of controversial or unpopular views will not in itself constitute reasonable grounds for withholding permission for a College meeting or event.

A8. Where the College is reasonably satisfied that the otherwise lawful expression of views at an event or meeting on College Premises is likely to give rise to disorder or threats to the safety of any person, they shall consider what steps it is necessary to take to ensure the safety of all persons and the security of College Premises. This might include postponing or relocating a meeting or event or imposing conditions. The responsibility for fulfilling these conditions rests with the Organiser.

A9. The College will usually carry out a risk assessment for each meeting or event falling under this Code of Practice.

A10. Where the College decides that the meeting or event requires security, those security costs must be met by the Organiser within the timeframe specified by the College.

A11. Where the visiting speaker could reasonably be expected to have their own security because of the political or state office they hold the Proctors' Office will not usually be involved in security arrangements.

A12. In the event that:

- a meeting or event falls under section 6.2 (a)-(e) of the Code but the Organiser does not notify the College Dean; or
- the College Dean or other deputizing College Officer considers that the risks cannot be mitigated by the imposition of conditions; or
- the College Dean or other deputizing College Officer reasonably believes that the Organiser will not comply with the conditions,

then in each case the College Dean or other deputizing College Officer can refuse consent for the meeting or event to go ahead and/or cancel the meeting or event.

A13. If the Organiser does not comply with the College's conditions or goes ahead with the meeting or event after the College Dean or other deputizing College Officer has refused consent or cancelled the meeting or event then such action may lead to disciplinary action under the relevant procedures (as set out in paragraph 4.3) and where relevant the College may remove any unauthorised encampment or occupation under its common law power of removal or by court proceedings.

A14. The College Dean or other deputizing College Officer will communicate their decision promptly and will set out the reasons for the decision.

A15. If any student or member of staff is dissatisfied with the decision of the College Dean or other deputizing College Officer relation to a meeting or event they may refer the matter under the relevant complaints procedure set out in section 5.4 above.

ANNEX B: GUIDANCE ON DEMONSTRATIONS OR PROTESTS

This Guidance is issued under section 4.2 of the College's Code of Practice on Freedom of Speech (the "Code").

We uphold freedom of speech within the law, as outlined in the College's Code of Practice on Freedom of Speech: [Governance and Policies | Reuben College](#)

Free, open and robust discussion is essential to our academic community. However, such a culture can only be maintained when all participants engage with each other in ways which may be critical but which are courteous. The College does not tolerate harassment or victimisation in any form. We expect all members of the College community, as well as visitors and contractors, to treat each other with respect, courtesy, and consideration. Please refer to the College Harassment Policy: [Governance and Policies | Reuben College](#)

The College is committed to fostering an inclusive culture that promotes equality and which values diversity. The College has a responsibility to maintain a safe, effective, and welcoming environment for all our students, staff, and visitors.

A demonstration or protest will fall within the College's procedures for meetings and events (as set out in section 6 of the Code of Practice on Freedom of Speech: [Governance and Policies | Reuben College](#)). As such organizers must contact the College in advance, following the procedure set out in the Code, and completion of both a risk assessment and submission of an Event Referral Form will be required. The College has a duty to facilitate protests and will work with organisers to ensure that protests can take place but do not violate the College Statutes and hence result in disciplinary procedures. The College Dean or other deputizing College Officer can be contacted through dean@reuben.ox.ac.uk (cc bursar@reuben.ox.ac.uk, and senior.tutor@reuben.ox.ac.uk)

College members participating in protests are required to identify themselves to College staff and their deputies when requested to do so. Failure to do so is a breach of College Code of Conduct ([Governance and Policies | Reuben College](#)), and may be a breach of the University's Statute XI, which all students with a contract to study at Oxford must abide by. Students will face disciplinary investigation if the [University Statutes](#) and/or College policies are breached

The following extract from the College's Student Conduct Code and Disciplinary Procedures are examples of clauses in the College's Policies which are relevant to protests:

No student shall in a College context intentionally or recklessly:

- a) Disrupt or attempt to disrupt study or research or the administrative, sporting, social or other activities of the College, or disrupt or attempt to disrupt the lawful exercise of the freedom of speech by members, students, and employees of the College or by visiting speakers, or obstruct or attempt to obstruct any employee or agent of the College in the performance of their duties;
- b) Damage or deface, or attempt to damage or deface, any property of the College or of any Partner College, or of any member, visitor, officer or employee of the College or any Partner College, or knowingly misappropriate such property;
- c) Occupy or use or attempt to occupy or use any property or facilities of the College or Partner College except as may be authorised by the College authorities concerned;
- e) Engage in any activity likely to cause injury to others or to impair their safety;
- f) Engage in violent, indecent, disorderly or threatening or offensive behaviour or language;

- g) Engage in harassment of or sexual misconduct towards any member, visitor, employee or agent of the College or Partner College;
- i) Refuse to disclose their name and other relevant details to an officer or an employee or agent of the College or of the Partner College in circumstances where it is reasonable to require such information to be given;
- j) Decline or refuse to obey any lawful instruction of an officer or employee of the College or Partner College, including any order or summons issued by the Dean(s), the Disciplinary Panel or the Appeal Panel;
- k) Engage in any act, omission, or course of conduct in breach of the regulations and policies set by the College or Partner College;
- m) Engage in any other conduct which threatens to bring the College or Partner College into disrepute among reasonable people;
- n) Fail to take reasonable steps to prevent disruptive or offensive behaviour on the part of anyone that they invite into College or any Partner College.
- o) Engage in any act, omission, or conduct in breach of the Statutes and Regulations of the University or a University Code of Practice issued by Council or a local rule of any University site or building, or a regulation created by the Proctors;

Being under the influence of alcohol or otherwise intoxicated will not be admitted as an excuse for breaching this Code and may be regarded as an aggravating factor.

No Student shall incite or conspire with any other individual to engage in any of the conduct prohibited under this section.

The penalties which the Disciplinary Panel (under the College's Disciplinary Procedures) can impose for non-academic misconduct are:

- a) a written warning;
- b) requiring the Subject to attend a relevant education programme;
- c) a no-contact arrangement;
- d) payment of a fine or compensation,
- e) issuing directions relating to the provision of references for the Subject;
- f) a condition, such as a requirement that the Subject is to:
 1. commit no breach of any type for a specified time or indefinitely;
 2. report at regular intervals to the Dean, or their representative, for a specified time or indefinitely; and/or
 3. take some other reasonable step(s) by a specified date;
- g) temporary denial of access to, or exclusion from, College accommodation, or requiring the Subject to move to other College accommodation,
- h) banning the Subject from College or Partner-College premises or facilities (including a total ban or a ban subject to certain conditions),
- i) recommending that the Subject be banned from University or other college buildings or services (including a total ban or a ban subject to certain conditions) (subject to endorsement by the University or other college), and/or

j) suspension or expulsion.⁵

In addition to actions that the College may take under its policies, unauthorised occupation of College land or buildings may lead to legal action including the College issuing court possession proceedings or exercising its common law power of removal.

⁵ Suspension or Expulsion from the College results in corresponding suspension or expulsion from the University subject to a right to appeal to the Student Disciplinary Panel under Section 42 of [Statute XI](#)