

## **Culham St Gabriel's Trust Engaging External Speakers Policy**

Openness, integrity and empowerment lie at the heart of the Trust's values. These underpin our approach to engaging external speakers, as well as our vision to contribute to a well-informed respectful open society.

Culham St Gabriel's facilitates events, largely online, which aim to encourage knowledge sharing and debate. It also hosts 'in conversation style' sessions and podcasts. We have a duty of care to ensure that events take place safely and within the current legal framework relating to freedom of speech, as well as upholding the right to freedom of religion or belief.

In relation to this policy, an external speaker is one who is not a current member of staff, trustee or consultant of Culham St Gabriel's.

### **Code of Practice for External Speakers**

Culham St Gabriel's expects all external speakers to uphold its values of: openness, integrity, stewardship, service, collaboration and empowerment.

Culham St Gabriel's are committed to demonstrating open-mindedness, and expect to challenge and be challenged in protecting inclusion, non-discrimination and freedom of expression within the parameters of the law.

Culham St Gabriel's affirms that external speakers are entitled to freedom of thought, conscience and religion, to hold opinions without interference or disadvantage, and to freedom of speech and expression within the constraints of the law.

Culham St Gabriel's has a vital duty to ensure the safety of its staff, trustees and external participants from violence, intimidation, discrimination, harassment, and incitement to hatred, violence and promotion or glorification of terrorism. Therefore, the right to freedom of speech and expression must be balanced with the need to protect people from such forms of harm and abuse.

Culham St Gabriel's expects all external speakers to have read its policy on safeguarding.

### **Procedures**

All external speakers will be asked to acknowledge they have read the code of practice, including the Trust's values and safeguarding policy, before contributing to events/sessions.

If the code of practice is broken, then depending on the seriousness of the incident the procedures as set out in the serious incident policy may need to be followed. In all events, a review of the code of practice will take place at the Board meeting following the incident.

### **Responsibilities**

Trustees are ultimately responsible and accountable for all events or other public sessions where external speakers are engaged. In practice this is delegated to the Chief Executive of the Trust.

July 2024

Review every three years