



**STATUS:** Approved (first policy)

**Policy Owner:** Director of the Ri

**Date approved:** 24 September 2024

**Next Review Date:** July 2026

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## **1 Purpose**

- 1.1 This policy provides guidelines for the selection and invitation of external speakers for events hosted by the Ri, both in-house programmes and events we host on behalf of third parties.
- 1.2 The aim of this policy is to ensure that the content of all events held at the Ri or on the Ri's owned digital platforms aligns with our charitable objectives, does not pose a risk to the charity's reputation, and complies with legal and regulatory requirements.

## **2 Context**

- 2.1 Our work provides opportunities for people and scientists to come together to share their interest in science. Our activities and events are designed to be inclusive and welcoming to everyone. We strive to work with speakers who have a range of perspectives and experiences, including researchers, pioneers, big thinkers, philosophers, sports personalities, journalists and many more. We support lawful freedom of speech.

## **3 Definitions**

a) **Speaker** means any person, and any group or organisation to which that person is reasonably believed to be connected or affiliated, who is scheduled to perform or speak at an Ri event or third-party event

b) **Ri event** means any event organised by Ri staff and Ri contractors for an audience, including events that are:

- private/invitation-only
- listed as part of our public, adult and family programmes
- for schools/teachers
- part of a content partnership or sponsorship arrangement
- held in the Ri building or at a third-party location (such as a science fair) under the Ri brand
- held on an Ri-owned digital platform including livestreams and creation of behind-the-scenes content

c) **Third-party event** means any event organised by a third party for an audience held within the Ri building or an Ri-owned digital platform, including filmed interviews and events that are:

- organised by venue hire clients, tenants or official partners (including Undaunted)
- ticketed
- private/invitation-only

#### 4 **Criteria for speaker selection (Ri events)**

- **Expertise and relevance:** Speakers should have proven expertise in the topic of the event and their content should be relevant to the theme of the event.
- **Diversity and depth:** We strive to invite speakers from diverse backgrounds, promoting a variety of perspectives and experiences.
- **Scientific integrity:** Views on scientific topics should be considered reasonable and balanced by the majority of scientists. We recognise we have a particular responsibility to avoid promoting misinformation or disinformation.

**5 Avoiding extremism:** Speakers will not be permitted to voice or share views that could be reasonably interpreted as inciting a criminal act or public order offence, encouraging or glorifying terrorism, inciting hatred on the grounds of race, religion, sex, gender identity, sexual orientation, or any other protected characteristics.

#### 6 **Speaker invitations (Ri events)**

6.1 All speakers must be made aware in advance that we expect them to abide by the terms of our Code of Conduct for Visitors, and that any invitation is subject to continued adherence to the terms of this policy.

6.2 Speakers are asked to avoid displaying overtly political signs, symbols, slogans and statements.

6.2 **Cancellation:** The Ri reserves the right to revoke an invitation to speak if, in the Ri's view:

- A speaker has violated or is likely to violate our policies (including our Code of Conduct for Visitors)
- The speaker is on the list<sup>1</sup> of designated people and entities whose assets have been frozen in the UK or is linked to a proscribed organisation<sup>2</sup>
- Hosting the speaker could harm the Ri's reputation
- The event poses a high risk to the safety and/or security of our staff, building, archives or collections
- The event is likely to seriously disrupt our day-to-day charitable work, including by placing an unacceptable burden on resources or staff capacity

#### 7 **Speaker invitations (third party events)**

7.1 Event organisers are responsible for:

- Ensuring their invited speakers know and understand this policy
- Conducting due diligence on their speakers in advance of their event, and making the Ri aware of any concerns in plenty of time – especially any security concerns or information that carries reputational risks

7.2 **Veto:** The Ri reserves the right to veto any speaker proposed by third parties for events hosted at our venue if they do not meet the criteria listed above.

#### 8 **Review**

8.1 This policy will be reviewed every two years to ensure its effectiveness and compliance with legal requirements and recommended by the Audit and Risk Committee to the Trustees for approval.

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<sup>1</sup> [Who is subject to financial sanctions in the UK? - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

<sup>2</sup> [Proscribed terrorist groups or organisations - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

## **9 Relevant policies and procedures**

- Code of Conduct for visitors
- Data Protection and all associated procedures / policies
- Donations Acceptance policy (where applicable)
- Equity Diversity Inclusion and Accessibility, and Modern Slavery policies
- Gifts and hospitality policy
- Political lobbying and campaigning
- Safeguarding (Children and Adults at Risk)
- Social Media policy
- Trustees Code of Conduct (where relevant)