



A place to shine ...

Let light shine out of darkness and God's light shine in our hearts

2 Corinthians ch4, v6

Social Networking policy

Consultation that has taken place	June 2019
Date formally approved by governors	June 2019
Date policy became effective	June 2019
Review date	June 2020
Person responsible for implementation and monitoring	Mrs Jane Caffery
Other relevant policies	Safeguarding and Child Protection policy E-safety policy Acceptable Use policy

'Though I have much to write to you, I would rather not use paper and ink. Instead I hope to come to you and talk face to face, so that our joy may be complete'
(John 1 verse 12)

Introduction

The Local Governing Committee of Central Walker Church of England Primary School is committed to ensuring that all staff are aware of their responsibilities in connection with the growing use of social networking sites. It recognises that the use of such sites have become a very significant part of life for many people. They provide a positive way to keep in touch with friends and colleagues, and can be used to exchange ideas and thoughts on common interests.

Examples of such sites include, but are not limited to, blogs (short for web log), MySpace, Facebook, Bebo, YouTube, Windows Live Spaces, MSN, forums, bulletin boards, multiplayer online gaming, chatrooms and instant messenger.

Staff are expected to keep a professional distance from pupils and there should be a clear separation of the private social lives of staff and that of pupils. There is no need for social networking to go on between staff and pupils and there is no clear educational benefit.

It is important that staff are able to use technologies and services effectively and flexibly whilst ensuring that they do not make themselves vulnerable. However, it is also important to ensure that this is balanced with the Governing Committee's duty to safeguard children, the reputation of the school, the wider community and the Local Authority.

Who does this policy apply to?

This policy will apply to all staff in schools whose contracts of employment have been issued by the Local Authority on behalf of the Local Governing Committee of Central Walker Church of England Primary School.

Aims

The policy aims to:

- Enable employees to use social networking sites safely and securely;
- Ensure that employees are aware of the risks associated with the inappropriate use of social networking sites;
- Safeguard employees in connection with the use of social networking sites and ensure they do not make themselves vulnerable;
- Ensure the Governing Body maintains its duty to safeguard children, the reputation of the school, the wider community and the Local Authority.

Legislation

The following legislation must be considered when adhering to this policy:

- Human Rights Act 1998
- Data Protection Act 1998
- Freedom of Information Act 2000
- Computer Misuse Act 1990, amended by the Police and Justice Act 2006
- Regulation of Investigatory Powers Act 2000 (RIPA)

Responsibilities

The Governing Body (in conjunction with the Local Authority) shall:

- Ensure this policy is implemented and procedures are in place that deal with the use of social networking sites;
- Ensure that all employees have access to this policy and that new employees are made aware of it.

Head Teachers/Senior Managers shall:

- Be familiar with this policy and guidelines and ensure that employees understand the policy and their own responsibilities;
- Ensure that staff are aware of the risks of the use of social networking sites and the possible implications of the inappropriate use of them;
- Instigate disciplinary procedures where appropriate to do so;
- Seek advice where necessary from Human Resources on the approach to be adopted if they are made aware of any potential issue.

Staff shall:

- Behave responsibly and professionally at all times in connection with the use of social networking sites;
- Co-operate with management in ensuring the implementation of this policy.

Human Resources shall:

- Provide the necessary professional advice and support to the Governing Body and all school staff when required.

Use of Social Networking Sites

For employees' own security all communication via social networking sites should be made with the awareness that anything said, shown or received could be made available, intentionally or otherwise, to an audience wider than that originally intended. It is therefore advised that staff follow the following procedures:

- Staff must not access social networking sites for personal use via school information systems or using school equipment;
- Staff must not accept pupils as friends – personal communication could be considered inappropriate and unprofessional and makes staff vulnerable to allegations;
- Staff are advised not to be friends with recent pupils. The potential for staff to be compromised in terms of wall content and open to accusations makes the risk not worth taking;
- Staff should not place inappropriate photographs on any social network space;
- Staff should not post indecent remarks;
- If a member of staff receives messages on his/her social networking profile that they think could be from a pupil they must report it to the Head Teachers and contact the internet service or social networking provider so that they can investigate and take the appropriate action;
- Staff are advised not to write about their work but where a member of staff chooses to do so, he/she should make it clear that the views expressed are his/hers only and do not reflect the views of the school/Local Authority.

However, all other guidelines in this policy must be adhered to when making any reference to the workplace;

- Staff must not disclose any information that is confidential to the school or disclose personal data or information about any individual/colleague/pupil, which could be in breach of the Data Protection Act;
- Staff must not disclose any information about the school/Local Authority that is not yet in the public arena;
- In no circumstances should staff post photographs of pupils;
- Staff should not make defamatory remarks about the school/colleagues/pupils or the Local Authority or post anything that could potentially bring the school/Local Authority into disrepute;
- Staff should not disclose confidential information relating to his/her employment at the school;
- Care should be taken to avoid using language, which could be deemed as offensive to others.
- In no circumstances shall any member of staff open or manage a social networking site that is an official site on behalf of Central Walker without the permission of the Head Teachers.

Breaches of the Policy

The Local Governing Committee does not discourage staff from using social networking sites. However, all staff should be aware that it will take seriously any occasions where the services are used inappropriately. If occasions arise of what could be deemed to be online bullying or harassment, these will be dealt with in the same way as other such instances.

Under the Regulation of Investigatory Powers Act 2000 (RIPA), the Head Teachers can exercise their right to monitor the use of the school's information systems and internet access where he/she believes unauthorised use may be taking place; to ensure compliance with regulatory practices; to ensure standards of service are maintained; to prevent or detect crime; to protect the communication system and to pick up messages when someone is away from school. If any such monitoring detects the unauthorised use of social networking sites, disciplinary action will be taken.

If any instances of the inappropriate use of social networking sites are brought to the attention of the Head Teachers, depending on the seriousness of the allegations, disciplinary action may be taken.

There may be instances where the School or Local Authority will be obliged to inform the police of any activity or behaviour for which there are concerns as to its legality.