



Love To Learn



**EMPLOYEES AND VOLUNTEERS
SOCIAL MEDIA POLICY**

ADOPTED DATE: MAY 2019

REVIEW DATE: MAY 2022

Malcolm Sargent Primary School

Empingham Road

Stamford PEg 2SR

Engage & Inspire

Nurture & Growth

Pride & Joy

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Statement of intent

Malcolm Sargent Primary School (the School) understands that social media is a growing part of life outside school. We have a responsibility to safeguard our pupils against potential dangers when accessing the internet at school, and to educate our pupils about how to protect themselves online when outside school.

We are committed to:

- Encouraging the responsible use of social media by all staff, parents and pupils in support of the school's mission, values and objectives.
- Protecting our pupils from the dangers of social media.
- Preventing and avoiding damage to the reputation of the school through irresponsible use of social media.
- Protecting our staff from cyber bullying and potentially career damaging behaviour.
- Arranging e-safety meetings for parents.

Signed by:

_____ Principal

Date: _____

_____ Chair of governors

Date: _____

1. Legal framework

- 1.1. This policy has due regard to legislation and guidance including, but not limited to, the following:
- The General Data Protection Regulation (GDPR)
 - DfE (2018) 'Data protection: a tool kit for schools'
 - The Data Protection Act 2018
- 1.2. This policy will be implemented in accordance with the following school policies and documents:
- Technology Acceptable Use Agreement – Staff
 - E-Safety Policy
 - General Data Protection Policy under GDPR
 - Code of Conduct
 - Complaints Policy
 - Anti-Bullying Policy
 - Allegations of Abuse Against Staff Policy
 - Photography & CCTV Policy

2. Roles and responsibilities

- 2.1. The Principal is responsible for:
- The overall implementation of this policy and ensuring that all staff, parents and pupils are aware of their responsibilities in relation to social media use.
 - Promoting safer working practices and standards with regards to the use of social media.
 - Establishing clear expectations of behaviour for social media use.
 - Ensuring that this policy, as written, does not discriminate on any grounds, including, but not limited to: ethnicity/national origin, culture, religion, gender, disability or sexual orientation.
 - In conjunction with the governing body, handling complaints regarding this policy and its provisions in line with the School's Complaints Policy.
 - Implementing appropriate sanctions and disciplinary methods where there is a breach of this policy.
 - Taking steps to minimise the amount of misplaced or malicious allegations in relation to social media use.

- Working alongside the e-safety officer and data protection officer (DPO) to ensure appropriate security measures are implemented and compliance with the GDPR.

2.2. Staff members are responsible for:

- Adhering to the principles outlined in this policy and the Staff Technology Acceptable Use Agreement.
- Ensuring pupils adhere to the principles outlined in this policy and that it is implemented fairly and consistently in the classroom.
- Reporting any social media misuse by staff, pupils or parents to the Principal immediately.
- Attending any training on social media use offered by the School.

2.3. Parents are responsible for:

- Adhering to the principles outlined in this policy.
- Taking appropriate responsibility for their use of social media and the influence on their children at home.
- Promoting safe social media behaviour for both themselves and their children.
- Attending e-safety meetings held by the school wherever possible.

2.4. Pupils are responsible for:

- Adhering to the principles outlined in this policy, the pupils' Golden Rules, the pupils' Vision & Values and the Malcolm Sargent Way Manners Manual.
- Ensuring they understand how to use social media appropriately and stay safe online.

3. Definitions

3.1. For the purpose of this policy, the school defines “**social media**” as any online platform that offers real-time interaction between the user and other individuals or groups including, but not limited to, the following:

- Blogs
- Online discussion forums, such as netmums.com
- Collaborative spaces, such as Facebook
- Media-sharing devices, such as YouTube
- ‘Micro-blogging’ applications, such as Twitter

3.2. For the purpose of this policy, “**cyber bullying**” is defined as any social media or communication technology intentionally used to bully an individual or group, including the posting or sharing of messages, images or videos.

- 3.3. For the purpose of this policy, “**members of the school community**” are defined as any teacher, member of support staff, pupil, parent of a pupil, governor or ex-pupil.

4. Data protection principles

- 4.1. The school will obtain consent from pupils and parents on admission which will confirm whether or not consent is given for posting images and videos of a pupil on the School social media platforms. The consent will be valid until a parent with Parental Responsibility reverses that consent which can be done at any time through the year by contacting the School office or by amending the consents on the Student Update Form which is sent out annually in autumn.
- 4.2. A record of consent is maintained throughout the academic year, which details the pupils for whom consent has been provided. The Business Manager is responsible for ensuring this consent record remains up-to-date.
- 4.3. Parents are able to withdraw or amend their consent at any time. To do so, parents must inform the School in writing.
- 4.4. Consent can be provided for certain principles only, for example only images of a pupil are permitted to be posted, and not videos. This will be made explicitly clear on the consent form provided.
- 4.5. Where parents withdraw or amend their consent, it will not affect the processing of any images or videos prior to when consent was withdrawn or amended. Processing will cease in line with parents’ and pupils’ requirements following this.
- 4.6. In line with section 4.5, wherever it is reasonably practicable to do so, the School will take measures to remove any posts before consent was withdrawn or amended, such as removing an image from a social media site.
- 4.7. The School will only post images and videos of pupils for whom consent has been received.
- 4.8. Only School-owned devices will be used to take images and videos of the School community.
- 4.9. The school will not post pupils’ personal details on social media platforms.
- 4.10. Pupils’ full names will never be used alongside any videos or images in which they are present unless specific parental consent has been obtained beforehand.
- 4.11. Only appropriate images and videos of pupils will be posted in which they are suitably dressed, i.e. it would not be suitable to display an image of a pupil in swimwear.
- 4.12. When posting on social media, the school will use group or class images or videos with general labels, e.g. ‘sports day’.
- 4.13. Before posting on social media, staff will:

- Refer to the consent record log to ensure consent has been received for that pupil and for the exact processing activities required.
 - Ensure that there is no additional identifying information relating to a pupil.
- 4.14. Any breaches of the data protection principles will be handled in accordance with the School's General Data Protection Policy under GDPR.
- 4.15. Consent provided for the use of images and videos only applies to School accounts. Staff, pupils and parents are not permitted to post any imagery or videos on personal accounts.

5. Social media use – staff

School accounts

- 5.1. School social media passwords are kept by the Business Manager. These are not shared with any unauthorised persons, including pupils, unless otherwise permitted by the Principal.
- 5.2. Staff will ensure any posts are positive in nature and relevant to pupils, the work of staff, the School or any achievements.
- 5.3. The Business Manager is the only person who posts onto social media. All content is checked before posts are made.
- 5.4. On occasions, parents ask the School to make posts of their child's achievements. The School will celebrate those achievements on its social media sites if the achievement, wording and images used are deemed suitable by the Business Manager and/or the Principal.
- 5.5. Reminders to parents ie for returning slips re school trips are never posted on social media.
- 5.6. The School will post job advertisements and similar for itself and for its onsite nursery Acorn Childcare Centre on social media sites.
- 5.7. Staff will adhere to the data protection principles outlined in section 4 of this policy at all times.
- 5.8. If inappropriate content is accessed online, a written notification will be completed and passed on to the Designated Safeguarding Lead. The Designated Safeguarding Lead retains the right to monitor staff members' internet usage.

Personal accounts

- 5.9. Staff members will not access social media platforms during lesson times.
- 5.10. Staff members will not use any School-owned mobile devices to access personal accounts, unless it is beneficial to the material being taught. Prior permission will be sought from a member of SLT.
- 5.11. Staff members are permitted to use social media during break times.

- 5.12. Staff are not permitted to use the school's WiFi network to access personal accounts.
- 5.13. Staff will not use social media in front of pupils.
- 5.14. Staff will not "friend" or otherwise contact pupils through their personal social media accounts.
- 5.15. If pupils attempt to "friend" a staff member, they should refuse the request and report the request to the Designated Safeguarding Lead using MyConcern.
- 5.16. Staff members will not provide their home address, phone number, mobile number, social networking details or email addresses to pupils.
- 5.17. Any contact with pupils will be done through authorised School contact channels.
- 5.18. Staff members will ensure the necessary privacy controls are applied to personal accounts.
- 5.19. Staff members will avoid identifying themselves as an employee of the School on their personal social media accounts.
- 5.20. No staff member will post any personal content online that is damaging to the School, its reputation or the reputation of the staff member.
- 5.21. Where staff members use social media in a personal capacity, they will ensure it is clear that views are personal and are not that of the School.
- 5.22. Staff will not take any posts, images or videos from social media that belong to the School for their own personal use.
- 5.23. Staff members will not post anonymously or under an alias to evade the guidance given in this policy.
- 5.24. Breaches of this policy by members of staff will be taken seriously, and in the event of illegal, defamatory or discriminatory content, could lead to prosecution, disciplinary action or dismissal.
- 5.25. Members of staff will be aware that if their out-of-work social media activity brings the School into disrepute, disciplinary action will be taken.
- 5.26. Members of staff will regularly check their online presence for negative content via search engines. Staff members who do not know how to do this should speak to the Business Manager for training.
- 5.27. Attempts to bully, coerce or manipulate members of the School community via social media by members of staff will be dealt with as a disciplinary matter.
- 5.28. Members of staff will not leave a computer or other device logged in when away from their desk.

- 5.29. Staff members will use their School email address for School business and personal email address for their private correspondence; the two should not be mixed.
- 5.30. Staff should not respond to parent comments or matters relating to the school on behalf of the school using their person social media accounts.

6. Social media use – pupils and parents

- 6.1. Pupils will not access social media during lesson time, unless it is part of a curriculum activity.
- 6.2. Pupils are instructed not to sign up to any social media sites that have an age restriction above the pupil's age.
- 6.3. If inappropriate content is accessed online on School premises, it will be reported to a teacher.
- 6.4. Pupils are not permitted to use the school's WiFi network to access any social media platforms.
- 6.5. Parents are not permitted to use the school's WiFi network to access any social media platforms on personal devices. Social media access on School-owned devices may be permitted in line with this policy.
- 6.6. Breaches of this policy will be taken seriously, and in the event of illegal, defamatory or discriminatory content could lead to prosecution, or exclusion.
- 6.7. Pupils should not send friend requests to members of the School staff. Such requests will be refused, and the pupil will be reported to a Designated Safeguarding Lead.

7. Blocked content

- 7.1. The Business Manager arranges for the installation of firewalls on the School's network to prevent access to certain websites. The following social media websites are not accessible on the School's network:
 - Twitter
 - Instagram
- 7.2. Facebook is not a blocked site as the School requires access to it for its own use. Staff should not access their personal Facebook accounts from School equipment or in School hours other than during their break times.
- 7.3. Attempts made to circumvent the network's firewalls will result in a ban from using School computing equipment, other than with close supervision.
- 7.4. Inappropriate content accessed on the School's computers will be reported to the Business Manager so that the site can be blocked.

- 7.5. The School retains the right to monitor staff and pupil access to websites when using the School's network and on school-owned devices.
- 7.6. Requests may be made to access erroneously blocked content by submitting a written request to the Business Manager.

8. Cyber bullying

- 8.1. Cyber bullying incidents are taken seriously at the School. Any reports of cyber bullying on social media platforms by pupils will be handled in accordance with the Anti-Bullying Policy.
- 8.2. Allegations of cyber bullying from staff members will be handled in accordance with the Allegations of Abuse Against Staff Policy.
- 8.3. Staff members will not respond or retaliate to cyber bullying incidents. Incidents will be reported as inappropriate, and support will be sought from the Principal.
- 8.4. Evidence from the incident will be saved, including screen prints of messages or web pages, and the time and date of the incident.
- 8.5. Where the perpetrator is a current pupil or colleague, most incidents can be handled through the School's own disciplinary procedures.
- 8.6. Where the perpetrator is an adult, in nearly all cases, a member of the SLT will invite the victim to a meeting to address their concerns. Where appropriate, the perpetrator will be asked to remove the offensive content.
- 8.7. If the perpetrator refuses to comply, it is up to the School to decide what to do next. This could include contacting the internet service provider in question through their reporting mechanisms, if the offensive content breaches their terms and conditions.
- 8.8. If the material is threatening, abusive, sexist, of a sexual nature or constitutes a hate crime, the School will consider whether the police should be contacted.
- 8.9. As part of the School's ongoing commitment to the prevention of cyber bullying, regular education and discussion about e-safety will take place as part of computing and PSHE lessons.

9. Training

- 9.1. At the School we recognise that early intervention can protect pupils who may be at risk of cyber bullying or negative social media behaviour. As such, teachers will receive training in identifying potentially at-risk pupils.
- 9.2. Teachers and support staff will receive training on the Social Media Policy as part of their new starter induction.
- 9.3. Teachers and support staff will receive ongoing training as part of their development.

- 9.4. Pupils will be educated about e-safety and appropriate social media use on a termly basis through a variety of mediums, including: assemblies, PSHE lessons and cross-curricular links.
- 9.5. Pupils will be provided with material to reinforce their knowledge during their e-safety curriculum lessons.
- 9.6. Parents will be invited to e-safety and social media training on an annual basis and provided with relevant resources.
- 9.7. Training for all pupils, staff and parents will be refreshed in light of any significant incidents or changes.

10. Monitoring and review

- 10.1. This policy will be reviewed every three years or more often as necessary.
- 10.2. The next scheduled review date for this policy is May 2022.
- 10.3. Any changes made to this policy will be communicated to all staff, pupils and parents.