



Upper Shirley High School: Use of Social Media Policy

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Use of Social Media Policy

Introduction:

Social media is a broad term for any kind of online platform that enables people to directly interact with each other. This policy deals with the use of social media such as Facebook, LinkedIn, Twitter, Google+, Instagram, Whatsapp and Snapchat and all other social networking sites, internet postings, blogs and chat apps. It applies to use of social media for business purposes as well as personal use that may affect Upper Shirley High School in any way.

This policy is in place to minimise the risks to our school through use of social media.

Purpose:

Upper Shirley High School recognises the numerous benefits and opportunities, which a social media presence offers. Staff are actively encouraged to find creative ways to use social media to positively promote the school in our community. However, there are some risks associated with social media use, especially around the issues of safeguarding, bullying and personal reputation.

This policy aims to encourage the safe use of social media by Upper Shirley High School and its staff/governors.

This policy also ensures the governing body maintains its duty to safeguard children, the reputation of the school, those who work for it and the wider community.

Scope:

This policy is subject to the school's Codes of Conduct and Acceptable Use Agreements and:

- Applies to all staff and governors and to all online communications that, directly or indirectly, represent the school
- Applies to such online communications posted at any time and from anywhere
- Encourages the safe and responsible use of social media through training and education
- Defines the monitoring of public social media activity pertaining to the school

Upper Shirley High School respects privacy and understands that staff, students and governors may use social media forums in their private lives. However, personal communications likely to have a negative impact on professional standards and/or the school's reputation are within the scope of this policy.

Definitions:

Professional communications are those made through official channels, posted on a school account or using the school name. All professional communications are within the scope of this policy.

Personal communications are those made via personal social media accounts. In all cases, where a personal account is used which associates itself with the school or impacts upon the school, it must be made clear that the member of staff/governor is not communicating on behalf of the school, with an appropriate disclaimer. Such personal communications are within the scope of this policy. Personal communications which do not refer to, or impact upon the school are outside the scope of this policy.

Digital communications with students are also considered. Staff may use social media to communicate with learners via a school-authorized social media account for teaching and learning purposes but must consider whether this is appropriate and consider the potential implications. Staff/governors must never use their personal accounts for communicating with students. From a safeguarding perspective, we would not approve of using Facebook accounts or groups for the purpose of communicating to students, however students following an approved school public Twitter account would be acceptable.

Organisational control: Roles & Responsibilities:

The Governing Body has overall responsibility for the effective operation of this policy, but has delegated day-to-day responsibility for its operation to the Headteacher/School Leadership Team.

School Leadership Team (SLT)

- Facilitating training and guidance on social media use.
- Developing and implementing the Social Media Policy.
- Taking a lead role in investigating any reported incidents.
- Making an initial assessment when an incident is reported and involving appropriate staff and external agencies as required.
- Receiving completed applications for social media accounts.
- Approving account creation.

IT Manager

- Creating accounts following SLT approval.
- Storing account details, including passwords securely.
- Being involved in monitoring and contributing to the account.
- Controlling the process for managing an account after the lead staff member has left the organisation (closing or transferring).

All Staff

- Knowing the contents of and ensuring that any use of social media is carried out in line with this and other relevant policies (see list on page 5).
- Attending appropriate training.

- Regularly monitoring, updating and managing content he/she has posted via school accounts.
- Adding an appropriate disclaimer to personal accounts when naming the school. For example, “All views are my own”.

Process for creating new accounts:

The school community is encouraged to consider if a social media account will help them in their work, e.g. a history department Twitter account, or a “Friends of the School” Facebook page.

Anyone wishing to create such an account must present a business case to the School Leadership Team (via the School Business Manager) which covers the following points:-

- The aim of the account
- The intended audience along with a content plan
- The type of content that the account will be used for
- How the account will be promoted
- Who will run the account (at least two staff members should be named)
- The account must be open to the public, not private/closed

Following consideration by SLT an application will be approved or rejected. In all cases, SLT must be satisfied that anyone running a social media account on behalf of the school has read and understood this policy and received appropriate training. This also applies to anyone who is not directly employed by the school, including volunteers or parents.

Once set up, the following rules must apply:

- ❖ Staff should set up a distinct and dedicated social media site or account for educational purposes. This should be entirely separate from any personal social media accounts held by that member of staff, and should be linked to an official school email account
- ❖ The current password or login details for all social media accounts must be provided to IT who will retain a record of such information
- ❖ When using social media to promote an event or activity, staff must ensure that they do not identify a student using their full name. Only first/forenames or initials may be used
- ❖ Care must be taken that any links to external sites from the account are appropriate and safe
- ❖ Any inappropriate comments on, or abuse of, school-sanctioned social media should immediately be removed and reported to a member of SLT. A screenshot should be taken and included in the report to SLT.
- ❖ Staff/governors should not seek to link up or view student accounts. For example, in the case of Twitter, staff should not “follow back” those who follow, share or like school comments/posts.

Compliance:

Social media should never be used in a way that breaches any school policies.

For example, staff/governors are prohibited from using social media to:

- breach the IT policies and procedures
- breach the Code of Conduct
- breach the Disciplinary Policy or procedures
- breach the Anti-bullying and Harassment Policy
- breach the Equal Opportunities Policy
- breach the Data Protection Policy (for example, never disclose personal information about a colleague or student online)
- breach any other laws or regulatory requirements

**** All school policies are available in POOL under the policy section or via the Clerk to the Governing Body.*

Staff/governors must make themselves aware of, and act in accordance with, their duties under the DfE statutory guidance [Keeping Children Safe](#) as these relate to:

- their own online activity;
- the online activity of students and other colleagues; and,
- information of which they become aware online including their duties relating to Children Missing from Education, Child Sexual Exploitation, FGM and Preventing Radicalisation (Prevent).

Staff who breach any of the above policies will be subject to disciplinary action up to and including termination of employment. Any member of staff suspected of committing a breach of policy will be required to co-operate with our investigation, which may involve handing over relevant passwords and login details. You may be required to remove any social media content that we consider to constitute a breach of this policy. Failure to comply with such a request may in itself result in disciplinary action.

Monitoring:

School accounts must be monitored regularly and frequently. Any comments, queries or complaints made through those accounts must be responded to within 24 hours (or on the next working day if received at a weekend) even if the response is only to acknowledge receipt.

Regular monitoring and intervention is essential in case a situation arises where bullying or any other inappropriate behaviour arises on a school social media account.

Behaviour:

- Upper Shirley High School requires that all users using social media adhere to the standard of behaviour as set out in this policy and other relevant policies.
- Digital communications by staff/governors must be professional and respectful at all times and in accordance with this policy.
- Staff/governors must not use social media to infringe on the rights and privacy of others or make ill-considered comments or judgments about staff.
- School social media accounts must not be used for personal gain.
- Staff/governors must ensure that confidentiality is maintained on social media even after they leave the employment of the school.
- Users must declare who they are in social media posts or accounts by putting their initials at the end of the message, e.g.: *“Welcome back to the new school year everyone! - DCH”*
Anonymous posts are discouraged in relation to school activity.
- If a journalist makes contact about posts made using social media staff must consult with the Headteacher before responding.
- Unacceptable conduct, (e.g. defamatory, discriminatory, offensive, harassing content or a breach of data protection, confidentiality, copyright) will be considered extremely seriously by the school and will be reported as soon as possible to a relevant senior member of staff, and escalated where appropriate.
- The use of social media by staff while at work may be monitored, in line with school policies. The school permits reasonable and appropriate access to private social media sites. However, where excessive use is suspected, and considered to be interfering with relevant duties, disciplinary action may be taken.
- The school will take appropriate action in the event of breaches of the social media policy. Where conduct is found to be unacceptable, the school will deal with the matter internally. Where conduct is considered illegal, the school will report the matter to the police and other relevant external agencies, and may take action according to the disciplinary policy.

Legal considerations:

- Users of social media should consider the copyright of the content they are sharing and, where necessary, should seek permission from the copyright holder before sharing.
- Users must ensure that their use of social media does not infringe upon relevant data protection laws, or breach confidentiality.

Handling abuse:

- When acting on behalf of the school, handle offensive comments swiftly and with sensitivity.
- If a conversation turns and becomes offensive or unacceptable, school users should screenshot, block, report or delete other users or their comments/posts and notify the School Business Manager as soon as possible.
- If you feel that you or someone else is subject to abuse by colleagues through use of a social networking site, then this action must be reported using the agreed school protocols.

Tone:

The tone of content published on social media should be appropriate to the audience, whilst retaining appropriate levels of professional standards. Key words to consider when composing messages are:

- Engaging
- Conversational
- Informative
- Friendly

Use of images:

The school maintains a list of those parents/carers who have objected to or who have placed any restrictions or limitations on the use of images of their child. **Staff should familiarise themselves with the names of the students on this list.** It is a disciplinary offence to use, post or publish a photograph or video image of a student contrary to the instructions of their parent/carer. All staff should read the contents of the USH Photo Consent Form and be aware of the conditions of use.

School use of images can be assumed to be acceptable providing the following guidelines are strictly adhered to:

- Permission to use any photos or video recordings should be sought using the USH Photo Consent Form. If anyone, for any reason, asks not to be filmed or photographed then their wishes should be respected.
- Under no circumstances should staff share or upload student pictures online other than via school owned social media accounts and only if we have express written parental consent to publish their picture on social media (see USH photo permissions list).
- **Staff must ensure that they do not identify a student using their full name. Only first/forenames or initials may be used.**
- Staff should exercise their professional judgement about whether an image is appropriate to share on school social media accounts. Students should be appropriately dressed, not be subject to ridicule and must not be on any school list of children whose images must not be published.
- If a member of staff inadvertently takes a compromising picture that could be misconstrued or misused, they must notify the School Business Manager immediately and following discussion with them delete it.

Personal use:

Staff/Governors:

- Staff are not permitted to follow or engage with current students of the school on any personal social media network account.
- Staff are not permitted to follow or engage with past students of the school (prior to their 18th birthday) on any personal social media network account.
- Staff should carefully consider contact with a pupil's family members because this may give rise to concerns over objectivity and/or impartiality.
- Staff should keep any communications with pupils transparent and professional and should only use the school's systems for communications.
- If there is any doubt about whether communication between a pupil/parent and member of staff is acceptable and appropriate, a member of the senior leadership team should be informed so that they can decide how to deal with the situation.
- Personal communications are those made via a personal social media accounts. In all cases, where a personal account is used which associates itself with the school or impacts on the school, it must be made clear that the member of staff is not communicating on behalf of the school with an appropriate disclaimer. Such personal communications are within the scope of this policy.
- Personal communications which do not refer to or impact upon the school are outside the scope of this policy.
- Where excessive personal use of social media in school is suspected, and considered to be interfering with relevant duties, disciplinary action may be taken. The school permits reasonable and appropriate access to private social media sites for authorised staff.
- Before joining the school, new employees should check any information they have posted on social media sites and remove any posts that could cause embarrassment or offence to the school or its wider community.

Students:

- The school's e-safety programme should enable the students to be safe and responsible users of social media.
- Students are encouraged to comment or post appropriately about the school. Any offensive or inappropriate comments will be resolved by the use of the school's behaviour policy.

Parents/Carers:

- Parents/Carers are encouraged to comment or post appropriately about the school. In the event of any offensive or inappropriate comments being made, the school will ask the parent/carer to remove the post and invite them to discuss the issues in person. If necessary, refer parents to the school's complaints procedures.

Monitoring posts about the School:

- As part of active social media engagement, it is considered good practice to pro-actively monitor the Internet for public postings about the school.
- The school should effectively respond to social media comments made by others according to a defined policy or process.

General Guidance for Staff/Governors:

Managing your personal use of social media:

- Nothing on social media is truly private
- When posting on social media, check, check and check again which account you are about to post with. You do not want to post a personal message or photo to an official school page!
- Social media can blur the lines between your professional and private life. Don't use the school logo and/or branding on personal accounts
- Check your settings regularly and test your privacy
- Keep an eye on your digital footprint
- Keep your personal information private
- Regularly review your connections – keep them to those you want to be connected to
- When posting online consider; Scale, Audience and Permanency of what you post
- If you want to criticise, do it politely.
- Take control of your images – do you want to be tagged in an image? What would children or parents say about you if they could see your images?
- Know how to report a problem

Managing School social media accounts:

The Do's:

- Check with a senior leader before publishing content that may have controversial implications for the school
- Use a disclaimer when expressing personal views
- Make it clear who is posting content
- Use an appropriate and professional tone
- Be respectful to all parties
- Ensure you have permission to 'share' other peoples' materials and acknowledge the author
- Express opinions but do so in a balanced and measured manner
- Think before responding to comments and, when in doubt, get a second opinion
- Seek advice and report any mistakes using the school's reporting process
- Consider turning off tagging people in images where possible

The Don'ts

- Don't make comments, post content or link to materials that will bring the school into disrepute
- Don't publish confidential or commercially sensitive material
- Don't breach copyright, data protection or other relevant legislation
- Don't link to, embed or add potentially inappropriate content - consider the appropriateness of content for any audience of school accounts
- Don't post derogatory, defamatory, offensive, harassing or discriminatory content
- Don't use social media to air internal grievance