



THE FEDERATION OF BROOMHAUGH AND CORBRIDGE COFE FIRST SCHOOLS

SOCIAL MEDIA POLICY

In keeping with The Federation of Broomhaugh and Corbridge CofE First Schools' other policies and procedures, this document is issued for guidance and is not intended to have contractual effect. The Federation of Broomhaugh and Corbridge CofE First Schools reserves the right to vary, amend or depart from the contents of this policy from time to time in appropriate circumstances.

1.0 Policy

The Federation of Broomhaugh and Corbridge CofE First Schools recognises and accepts that its staff may keep personal blogs on the internet and that social networking sites, such as Facebook and Twitter, are a useful way of interacting socially with colleagues and friends.

While The Federation of Broomhaugh and Corbridge CofE First Schools does not wish to discourage staff from accessing such sites on the internet, and will not infringe upon employee privacy rights, it expects certain standards of conduct to be observed to protect the federation, its staff, governors and partners from the dangers of inappropriate use.

It should be noted that this policy also applies to conduct outside of working hours and away from federation premises.

The purpose of this policy and guidance is to set out how the federation expects social network users to behave when using social networking for personal and/or business use.

The absence or lack of explicit reference to a specific site does not limit the extent of the application of this policy. Where no policy or guideline exists, staff should use their professional judgment and take the most prudent action possible. Staff should consult with the Executive Headteacher, if uncertain.

2.0 Scope

The social media policy applies to all employees, workers and volunteers of The Federation of Broomhaugh and Corbridge CofE First Schools.

The policy includes the use of the internet, emails, tablets, computers, smart phones, and networking websites.

3.0 Definitions



Employee: full time, part time, permanent and temporary teachers and support staff who undertake to do work under an employment contract for The Federation of Broomhaugh and Corbridge CofE First Schools, personally. Employees are entitled to a wide range of employment rights.

Worker: full time, part time, permanent, temporary individuals who undertake to do, or perform personally, work or a service for The Federation of Broomhaugh and Corbridge CofE First Schools, whether under a contract of employment or any other contract for a reward. 'Worker' includes agency workers, casual workers, but normally excludes those who are self-employed and work that is part of a client or customer relationship. Workers are entitled to some employment rights, including holiday pay and protection against unlawful discrimination.

Volunteer: individuals who willingly, without being required to, carry out unpaid work for The Federation of Broomhaugh and Corbridge CofE First Schools.

Staff: employees, workers and volunteers.

Social Media: interactive, web-based media used, for example, on computers, tablets, and smart phones, which allow people to interact and keep in touch with others in a public forum. Social media allows people to share information, ideas, opinions, knowledge, interests and views online. Examples of social media includes blogs, wikis, microblogs, message boards, online social forums, chat rooms, electronic newsletters, networking sites, video- and image-sharing websites and similar sites and services which allow users to share information with others in a contemporaneous manner.

Cyberbullying/Cyberharassment: the use of electronic communication to bully or harass a person, typically by sending messages of an intimidating or threatening nature. This can include posting rumours about a person, threats, sexual remarks, disclosing personal information or hate speech.

4.0 Principles

Staff using social networking sites will ensure that they comply with the federation's duty to safeguard children and young people at all times.

Staff using social networking sites will not:

- post any personal information about pupils/students, colleagues, parents, governors/trustees or other partners within the federation community.
- Bring the reputation of the federation into disrepute.
- Behave in a manner which would be regarded as bullying or harassment (cyberbullying).



- Use the information on any sites in a manner, which may be interpreted as discriminatory or of an otherwise offensive, derogatory or defamatory nature.
- Disclose confidential matters relating to the federation.
- Expose The Federation of Broomhaugh and Corbridge CofE First Schools to libel, copyright, data protection and other legal risks.

5.0 Responsibility

5.1 Governing Body

The Governing Body has responsibility for adopting, developing and reviewing this policy and ensuring that effective monitoring systems and procedures are in place.

The Governing Body has delegated authority to the Headteacher, to make decisions in relation to social media.

5.2 Headteacher

The Headteacher will:

- understand clearly this social media policy and ensure that it is communicated to all staff;
- support staff in their use of social media and ensure staff who use social media for work-related purposes receive appropriate training.

5.3 Staff

All staff will:

- Be responsible for what they write on social media and must exercise good judgment and common sense. Staff must refrain from comments that can be interpreted as slurs, demeaning, inflammatory, etc and must not publish any views which are racist, sexist or narrow-minded.
- Staff should always consider carefully before publishing any comment online and consider how comments may reflect on The Federation of Broomhaugh and Corbridge CofE First Schools. Good judgment is paramount.
- fully understand and comply with this social media policy.



5.4 Responsibility for this policy lies with the Headteacher who has responsibility for social media procedures and should ensure that the staff are full aware of their responsibilities under social media.

6.0 Expected Staff Behaviour

The Federation of Broomhaugh and Corbridge CofE First Schools's Staff Behaviour Policy must be followed in conjunction with this policy.

Staff using social networking sites for personal use must not:

- Give their personal contact details to children for example, e-mail address, home or mobile telephone numbers, details of web based identities or initiate or make arrangements to contact pupils/students through social networking sites.
- Accept approaches made by children or parents to make contact through personal social networking sites.
- Use social networking sites for personal use during working time.
- Use a computer belonging to The Federation of Broomhaugh and Corbridge CofE First Schools to access social media for personal use.
- Use a work e-mail address registering for, or posting on, social websites.
- Post material that is inappropriate or harmful to federation, its pupils/students, governors/trustees and other partners.
- Bring the federation into disrepute or criticise or damage the reputation of The Federation of Broomhaugh and Corbridge CofE First Schools or individuals of the organisation.
- Reference or cite The Federation of Broomhaugh and Corbridge CofE First Schools or post any personal information about pupils/students, colleagues, parents, governors/trustees or other partners within the federation community.
- Where staff may be identified through social media that they work at the federation, staff should ensure that any information posted is the member of staff's personal opinion.
- Use The Federation of Broomhaugh and Corbridge CofE First Schools's logos and trademarks. Plagiarism applies online as well as in print.

Staff using social networking sites for personal use must:

- Ensure that they understand the implications of any privacy settings on any



social networking sites they use and that they read the full terms and conditions for using the site(s).

- **R**espect copyright laws, and always reference or cite sources appropriately.
- Be aware that blogs may create documents which the Courts can order to be disclosed for use in litigation. Consequently, staff will be assumed to have written any contentious items, unless they can provide definitively that they have not done so.

Staff who are unsure about whether a blog, tweet, post, comment, or photo is acceptable, should always consult his/her the Headteacher. Staff must inform his/her the Headteacher of any blogs to which he/she regularly contributes

7.0 The Federation of Broomhaugh and Corbridge CofE First Schools' Social Networking Site(s) and Work Related Blogging

Where a member of staff has been authorised by the Headteacher to contribute to social networking site(s) owned by The Federation of Broomhaugh and Corbridge CofE First Schools (e.g. Facebook, Twitter, YouTube, LinkedIn), any postings must be in line with this policy.

Staff must be aware that while contributing to the federation's social media activities, they are posting the views of the federation and should not contribute personal views.

When using social media in reference to federation, staff must:

- understand and adhere to the federation's Staff Behaviour Policy and other relevant federation policies ;
- ensure the communication has a purpose and a benefit for the federation;
- obtain permission from the Headteacher before embarking on a public campaign using social media; and
- obtain permission from the Headteacher before images of individuals are posted.

Any communications that staff make on behalf of federation through social media must not breach confidentiality for example provide information about:

- intellectual property or information owned by the federation or;
- an individual including a pupil/student, colleague, governor/trustee or school partnership contact; or
- the federation's internal workings (such future plans that are not yet in the public domain.

If there are questions about what is considered confidential, staff should check with the Headteacher.



Social media communication may generate media attention. Staff should refer these enquiries to the Headteacher.

8.0 Inappropriate Use of Social Media

If a member of staff is found to have used social media and/or social networking in an inappropriate manner, disciplinary action may be taken. This could include dismissal on the grounds of gross misconduct, depending on the nature and severity of the offence under the federation’s disciplinary policy and procedure.

Examples of inappropriate use of social media includes including using social media to post comments which could be regarded as:

- offensive or derogatory;
- discriminatory;
- bullying or harassment (cyberbullying);
- bringing the federation into disrepute;
- in breach of federation copyright;
- in breach of federation confidentiality;

This list is not exhaustive.

9.0 Monitoring and Review

This policy will be monitored and reviewed yearly by the Full Governing Body. Where there are issues with the way the policy and/or procedure are working, these will be looked at closely with a view to identifying measures to improve their effectiveness.

Document Record

Version	Reason for Amendments/Update/Review	Date of Adoption by Federation	Date of next review
1.0	New policy and procedure provided by debbiejuddhr.	November 2023	
1.1	Added trust to list of organisations Section 1.0: Added text at paragraph 2. Section 6.0: Added to bullet point 7. Amended numbering		