



Social Networking Policy

(Staff, Governors, Students, Friends of PR, and Volunteers)

Approved by: Priory Rise Board of Governors **Date:** June 2022

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1. introduction

Social networking activities conducted online outside work, such as blogging (writing personal journals to publicly accessible internet pages), involvement in social networking sites such as Facebook, Twitter and Instagram and posting material, images, or comments on sites such as You Tube can have a negative effect on an organisation's reputation or image. In addition, Priory Rise School has a firm commitment to safeguarding children in all aspects of its work. This policy has been written to set out the key principles and code of conduct that we expect of all members of staff with respect to their responsibilities in connection with the use of social networking sites.

2. Key principles

- Everyone* at Priory Rise has a responsibility to ensure that they protect the reputation of the school, and to treat colleagues and members of the school with professionalism and respect.
- It is important to protect everyone* at Priory Rise from allegations and misinterpretations which can arise from the use of social networking sites.
- Safeguarding children is a key responsibility of all members of staff and it is essential that everyone* at Priory Rise considers this and acts responsibly if they are using social networking sites out of school. Anyone working in the school either as a paid employee or volunteer, must not communicate with children via social networking.
- This policy relates to social networking outside work. Blogging and accessing social networking sites at work is not permitted.

3. Aims

- To set out the key principles and code of conduct expected of all members of staff, governors, Friends of Priory Rise School, and volunteers at Priory Rise School with respect to social networking.
- To further safeguard and protect children and staff.

4. Code of conduct for everyone¹

The following are **not considered acceptable** at Priory Rise School:

- The use of the school's name, logo, or any other published material without written prior permission from the headteacher and/or deputy headteacher. This applies to any published material including the internet or written documentation.
- The posting of any communication or images which links the school to any form of illegal conduct, or which may damage the reputation of the school. This includes defamatory comments.
- The disclosure confidential or business-sensitive information, of the disclosure information or images that could compromise the security of the school.
- Filming and/or posting of themselves (staff) within the school premises without permission in advance being sought by a member of SLT.

- The posting of any images of employees, children, governors, or anyone directly connected with the school whilst engaged in school activities.

In addition to the above, everyone¹ at Priory Rise School must ensure that they:

- Comply with the Behaviour Policy and must not make any derogatory, defamatory, rude, threatening, or inappropriate comments about the school, or anyone at or connected with the school.
- Use social networking sites responsibly and ensure that neither their personal/professional reputation, or the school's reputation is compromised by inappropriate postings.
- Are aware of the potential of on-line identity fraud and to be cautious when giving out personal information about themselves which may compromise their personal safety and security.

5. Potential and actual breaches of the code of conduct

In instances where there has been a breach of the above Code of Conduct, the following will apply:

- Any breaches of this policy will be fully investigated. Where it is found that there has been a breach of the policy this may result in action being taken under the Disciplinary Procedure. A breach of this policy will be considered to be a serious disciplinary offence which is also contrary to the school's ethos and principles.
- The Governing Board will take appropriate action in order to protect the school's reputation and that of its staff, parents, governors, children, and anyone else directly linked to the school.

6. Monitoring and evaluation

This policy will be periodically reviewed by the Governing Board at Priory Rise School.

¹In the context of this policy "everyone" refers to members of staff, governors, students, Friends of Priory Rise School, and anyone working in a voluntary capacity at the school