

For this we stand:
to search for truth;
to live in love;
to grow together.



"Speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is Jesus Christ"

Ephesians 4

BISHOP WORDSWORTH'S SCHOOL SOCIAL MEDIA POLICY FOR STAFF

Definition: 'Is to', 'are to' and 'must' are obligatory. 'Should' is not obligatory but is good practice and is to be adhered to unless non-compliance can be justified.

1. Social media (e.g. Facebook, X, Instagram LinkedIn) is a broad term for any kind of online platform which enables people to directly interact with each other. However, some games, for example Minecraft or World of Warcraft and video sharing platforms such as You Tube have social media elements to them.
2. Bishop Wordsworth's School recognises the numerous benefits and opportunities which a social media presence offers. Staff, parents/carers and learners are actively encouraged to find creative ways to use social media. 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 the school, its staff, parents, carers and children. Online conduct is considered part of our safeguarding practice, and concerns arising from social media use may be managed under the school's safeguarding, low level concerns or staff disciplinary procedures.
3. This policy is subject to the school's codes of conduct and acceptable use agreements and it:
 - Applies to all staff and to all online communications which 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.
4. The school respects privacy and understands that staff and learners 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.
5. 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 a personal social media account. In all cases, where a personal account is used which associates itself with, 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, but staff should assume that any online activity may be linked to their professional role and must uphold professional standards at all times. Digital communications with learners are

also considered within this policy. Staff may use approved school systems appropriately to communicate with students.

6. The school will carry out online searches of shortlisted candidates as part of safer recruitment processes, in line with statutory guidance. This is covered in our Safer Recruitment policy.

ROLES & RESPONSIBILITIES

7. LT members.

- 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.
- Receive completed applications for Social Media accounts.
- Approve account creation.

8. Network Manager/Administrator/Moderator.

- Create the account following LT approval.
- Store account details, including passwords securely.
- Be involved in monitoring and contributing to the account.
- Control the process for managing an account after the lead staff member has left the organisation (closing or transferring).

9. Staff.

- Know the contents of and ensure that any use of social media is carried out in line with this and other relevant policies.
- 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.
- *Staff must take reasonable steps to secure their accounts. Any compromise of a professional or personal account that may affect safeguarding or the reputation of the school must be reported immediately.*

Under no circumstances should students be permitted to post material direct to any social media account that is within the school's jurisdiction. All such posts MUST be submitted to a relevant member of staff for posting.

PROCESS FOR CREATING NEW ACCOUNTS

10. The school community is encouraged to consider if a social media account will help them in their work, e.g. a history department X account, or a "Friends of the school" Facebook page. Anyone wishing to create such an account must present a business case to the Leadership Team which covers the following points:-
 - The aim of the account.
 - The intended audience.
 - How the account will be promoted.
 - Who will run the account (at least two staff members should be named).
 - Will the account be open or private/closed.

11. Following consideration by the LT an application will be approved or rejected. In all cases, the LT 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.

MANAGEMENT

12. **Monitoring.** School accounts must be monitored regularly and frequently (with clear arrangements in place for periods outside normal school operation). 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.

13. **Behaviour.**

- a. The school requires that all users using social media adhere to the standard of behaviour as set out in this policy and other relevant policies.
- b. Digital communications by staff must be professional and respectful at all times and in accordance with this policy. Staff will not use social media to infringe on the rights and privacy of others or make ill-considered comments or judgments about the school, pupils or other staff. Staff must not create, share or distribute any content involving pupils or colleagues, including that created by AI, without explicit authorisation. School social media accounts must not be used for personal gain. Staff must ensure that confidentiality is maintained on social media even after they leave the employment of the school.
- c. Users must declare who they are in social media posts or accounts. Anonymous posts should not be used in relation to school activity.
- d. If a journalist makes contact about posts made using social media staff must follow the school media policy before responding.
- e. 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, will be reported as soon as possible to a member of LT, and escalated where appropriate.
- f. 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.
- g. 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 relevant disciplinary policy.
- h. Any concerns about the misuse of social media must be reported immediately.

14. **Legal considerations.**

- a. 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.

- b. Users must ensure that their use of social media does not infringe upon relevant data protection laws, or breach confidentiality.

15. Handling abuse.

- a. When acting on behalf of the school, respond to harmful and / or offensive comments swiftly and with sensitivity.
- b. If a conversation turns and becomes offensive or unacceptable, school users should block, report or delete other users or their comments/posts and should inform the audience exactly why the action was taken
- c. If you feel that you or someone else is subject to abuse by colleagues through use of online communications, then this action must be reported using the agreed school protocols.

16. 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 online content are:

- Engaging
- Conversational
- Informative
- Professional

17. Use of images. School use of images can be assumed to be acceptable, providing the following guidelines are strictly followed:

- a. Permission to use any photos or video recordings should be sought in line with the school's digital and video images policy. If anyone, for any reason, asks not to be filmed or photographed then their wishes should be respected.
- b. Under no circumstances should staff share or upload learner pictures online other than via official school channels.
- c. Staff should exercise their professional judgement about whether an image is appropriate to share on school social media accounts. Learners 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.
- d. If a member of staff inadvertently takes a compromising picture which could be misconstrued or misused, they must delete it immediately.

18. Personal use.

a. Staff.

- i. Personal communications are those made via a personal online 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.
- ii. Personal communications which do not refer to or impact upon the school are outside the scope of this policy.
- iii. Where excessive or inappropriate personal use of social media in school is suspected, and considered to be interfering with relevant duties, disciplinary action may be taken

- iv. The school permits reasonable and appropriate access to private social media sites.

b. Learners.

- i. Staff are not permitted to follow or engage with current or prior learners of the school on any personal social media account. Prior learners are defined here as students who have left the school within the last 3 years. Communication must only take place via approved school systems.
- ii. The school's education programme should enable the learners to be safe and responsible users of social media.
- iii. Learners 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

c. Parents/Carers.

- i. If parents/carers have access to a school learning platform where posting or commenting is enabled, parents/carers will be informed about acceptable use.
- ii. 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.

19. Monitoring posts about the school.

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

20. Changes In Legislation. If, during the currency of this Policy, any statute or statutory instrument is enacted that adds to, modifies or is in conflict with any provisions of the Policy, then the Policy will be deemed to include any such statutory provision to the extent necessary to make the Policy compliant with that provision.

21. Monitoring and evaluation. The Governing Body, advised by Leadership Team, will review this Policy annually. It was first adopted by Governors on 4th July 2024.

Appendices:

- 1. Managing use of personal social media.
- 2. Managing school social media accounts.

MANAGING USE OF PERSONAL SOCIAL MEDIA

- “Nothing” on social media is truly private.
- 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.
- Ensure the account is set up securely and the account can be transferred to another approved staff member in the event of the account holder leaving the school.

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 grievances.
- Do not share log in details with learners or allow them to post on your behalf.