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# **Tapton School**

# **Online Safety Policy**

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Responsible Governor Sub Committee: Personal Development, Behaviour and Inclusion

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#### 1. Aims

Our school aims to:

- > Have robust processes in place to ensure the online safety of students, staff, volunteers and governors.
- > Deliver an effective approach to online safety, which empowers us to protect and educate the whole school community in its use of technology, including mobile and smart technology (which we refer to as 'mobile phones').
- **>** Establish clear mechanisms to identify, intervene and escalate an incident, where appropriate.

## The four key categories of risk

Our approach to online safety is based on addressing the following categories of risk:

- > Content being exposed to illegal, inappropriate or harmful content, such as pornography, fake news, racism, misogyny, self-harm, suicide, antisemitism, radicalisation and extremism.
- > Contact being subjected to harmful online interaction with other users, such as peer-to-peer pressure, commercial advertising and adults posing as children or young adults with the intention to groom or exploit them for sexual, criminal, financial or other purposes.
- > Conduct personal online behaviour that increases the likelihood of, or causes, harm, such as making, sending and receiving explicit images (e.g. consensual and non-consensual sharing of nudes and semi-nudes and/or pornography), sharing other explicit images and online bullying; and
- **Commerce** risks such as online gambling, inappropriate advertising, phishing and/or financial scams.

# 2. Legislation and guidance

This policy is based on the Department for Education's (DfE's) statutory safeguarding guidance, <u>Keeping Children Safe in</u> Education, and its advice for schools on:

- > Teaching online safety in schools
- > Preventing and tackling bullying and cyber-bullying: advice for headteachers and school staff
- > Relationships Education, Relationships and Sex Education (RSE) and Health Education
- > Searching, screening and confiscation

It also refers to the DfE's guidance on protecting children from radicalisation.

It reflects existing legislation, including but not limited to the <u>Education Act 1996</u> (as amended), the <u>Education and Inspections Act 2006</u> and the <u>Equality Act 2010</u>. In addition, it reflects the <u>Education Act 2011</u>, which has given teachers stronger powers to tackle cyber-bullying by, if necessary, searching for and deleting inappropriate images or files on students' electronic devices where they believe there is a 'good reason' to do so.

The policy also takes into account the National Curriculum computing programmes of study.

This policy complies with our funding agreement and articles of association.

#### 3. Roles and responsibilities

## 3.1 The Local Governing Board (LGB)

The governing board has overall responsibility for monitoring this policy and holding the headteacher to account for its implementation.

The governing board will co-ordinate termly meetings with appropriate staff to discuss online safety.

The safeguarding governor is aware of the online safety policy.

All governors will:

- > Ensure that they have read and understand this policy.
- Agree and adhere to the terms on acceptable use of the school's IT systems and the internet (appendix 2)
- > Ensure that online safety is a running and interrelated theme while devising and implementing their whole school approach to safeguarding and related policies and/or procedures.
- > Ensure that, where necessary, teaching about safeguarding, including online safety, is adapted for vulnerable children, victims of abuse and some students with special educational needs and/or disabilities (SEND). This is because of the importance of recognising that a 'one size fits all' approach may not be appropriate for all children in all situations, and a more personalised or contextualised approach may often be more suitable.

#### 3.2 The Headteacher

- > The headteacher is responsible for ensuring that staff understand this policy, and that it is being implemented consistently throughout the school.
- > The Headteacher is responsible for ensuring that any incidents of cyber-bullying are dealt with appropriately in line with the school's Anti-Bullying policy.

#### 3.3 The Designated Safeguarding Lead (DSL)

Details of the school's designated safeguarding lead (DSL) and designated safeguarding deputy/deputies (DSD/DSDs)] are set out in our child protection and safeguarding policy as well as relevant job descriptions.

The DSL takes lead responsibility for online safety in school, in particular:

- > Supporting the headteacher in ensuring that staff understand this policy and that it is being implemented consistently throughout the school.
- > Working with the headteacher, IT manager and other staff, as necessary, to address any online safety issues or incidents.
- > Managing all online safety issues and incidents in line with the school child protection policy
- > Ensuring that any online safety incidents are logged and dealt with appropriately in line with this policy.
- > Ensuring that any incidents of cyber-bullying are logged and dealt with appropriately in line with the school behaviour policy.
- > Updating and delivering staff training on online safety (appendix 3 contains a self-audit for staff on online safety training needs)
- Liaising with other agencies and/or external services if necessary
- > Providing regular reports on online safety in school to the headteacher and/or governing board
- ➤ Liaising regularly with parents/carer to ensure they understand expectations.

This list is not intended to be exhaustive.

#### 3.4 The IT Network Manager

The IT Network Manager and their team is responsible for:

- > Putting in place an appropriate level of security protection procedures, such as filtering and monitoring systems, which are reviewed and updated on a regular basis to assess effectiveness and ensure students are kept safe from potentially harmful and inappropriate content and contact online while at school, including terrorist and extremist material.
- > Ensuring that the school's ICT systems are secure and protected against viruses and malware, and that such safety mechanisms are updated regularly.
- > Conducting full security checks and monitoring the school's IT systems ongoing throughout each day
- ➤ Blocking access to potentially dangerous sites and, where possible, preventing the downloading of potentially dangerous files
- > Ensuring that all logged online safety incidents are dealt with appropriately in line with this policy
- > Ensuring that any incidents of cyber-bullying are dealt with appropriately in line with the school behaviour policy.

This list is not intended to be exhaustive.

#### 3.5 All staff and volunteers

All staff, including contractors and agency staff, and volunteers are responsible for:

- > Maintaining an understanding of this policy
- > Implementing this policy consistently
- Agreeing and adhering to the terms on acceptable use of the school's ICT systems and the internet (appendix 2), and ensuring that students follow the school's terms on acceptable use (appendix 1)
- > Working with the DSL to ensure that any online safety incidents are logged and dealt with appropriately in line with this policy.
- > Ensuring that any incidents of cyber-bullying are dealt with appropriately in line with the school behaviour policy.
- > Responding appropriately to all reports and concerns about sexual violence and/or harassment, both online and offline and maintaining an attitude of 'it could happen here'.

This list is not intended to be exhaustive.

#### 3.6 Parents

Parents are expected to:

- > Notify a member of staff or the headteacher of any concerns or queries regarding this policy.
- > Ensure their child has read, understood and agreed to the terms on acceptable use of the school's IT systems and internet (appendices 1 and 2)

Parents can seek further guidance on keeping children safe online from the following organisations and websites:

- > What are the issues? UK Safer Internet Centre
- > Hot topics Childnet International
- > Parent resource sheet Childnet International

#### 3.7 Visitors and members of the community

Visitors and members of the community who use the school's ICT systems or internet will be made aware of this policy, when relevant, and expected to read and follow it. If appropriate, they will be expected to agree to the terms on acceptable use (appendix 2).

#### 4. Educating students about online safety

#### All schools must teach:

- > Relationships and sex education and health education in secondary schools.
- > guidance on relationships education, relationships and sex education (RSE) and health education.

# In Key Stage 3, students will be taught to:

- Understand a range of ways to use technology safely, respectfully, responsibly and securely, including protecting their online identity and privacy.
- > Recognise inappropriate content, contact and conduct, and know how to report concerns.

#### Students in **Key Stage 4** will be taught:

- > To understand how changes in technology affect safety, including new ways to protect their online privacy and identity.
- > How to report a range of concerns

#### By the **end of secondary school**, students will know:

- > Their rights, responsibilities and opportunities online, including that the same expectations of behaviour apply in all contexts, including online.
- About online risks, including that any material someone provides to another has the potential to be shared online and the difficulty of removing potentially compromising material placed online.
- > Not to provide material to others that they would not want shared further and not to share personal material which is sent to them.
- > What to do and where to get support to report material or manage issues online
- > The impact of viewing harmful content
- > That specifically sexually explicit material (e.g. pornography) presents a distorted picture of sexual behaviours, can damage the way people see themselves in relation to others and negatively affect how they behave towards sexual partners
- > That sharing and viewing indecent images of children (including those created by children) is a criminal offence which carries severe penalties including jail.
- > How information and data is generated, collected, shared and used online
- ➤ How to identify harmful behaviours online (including bullying, abuse or harassment) and how to report, or find support, if they have been affected by those behaviours
- > How people can actively communicate and recognise consent from others, including sexual consent, and how and when consent can be withdrawn (in all contexts, including online)

#### 5. Educating parents about online safety

The school's DSL will raise parents' awareness of internet safety and social media issues. we will educate parents about online safety in communications home via MCAS, information via our website and our half termly online safety newsletter available on our website and social media. This policy will also be shared with parents.

The school will let parents know if:

- > There are breaches made that are flagged by our robust filtering and monitoring system.
- > There are concerns relating to a student's online conduct, contact, content or engagement with commerce.

If parents have any queries or concerns in relation to online safety, these should be raised in the first instance with the headteacher and/or the DSL.

Concerns or queries about this policy can be raised with any member of staff or the headteacher.

# 6. Cyber-bullying

#### 6.1 Definition

Cyber-bullying takes place online, such as through social networking sites, messaging apps or gaming sites. Like other forms of bullying, it is the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power. (See also the school behaviour policy and anti-bullying policy.)

### 6.2 Preventing and addressing cyber-bullying.

To help prevent cyber-bullying, we will ensure that students understand what it is and what to do if they become aware of it happening to them or others. We will ensure that students know how they can report any incidents and are encouraged to do so, including where they are a witness rather than the victim.

The school will actively discuss cyber-bullying with students, explaining the reasons why it occurs, the forms it may take and what the consequences can be. Teachers will discuss cyber-bullying with their class, occasionally in form time and during assembly.

Teaching staff are also encouraged to find opportunities to use aspects of the curriculum to cover cyber-bullying. This includes personal, social, health and economic (Personal Development) education, and other subjects where appropriate.

All staff, governors and volunteers (where appropriate) receive training on cyber-bullying, its impact and ways to support students, as part of safeguarding training (see section 11 for more detail).

The school also sends information/leaflets on cyber-bullying to parents so that they are aware of the signs, how to report it and how they can support children who may be affected.

In relation to a specific incident of cyber-bullying, the school will follow the processes set out in the school behaviour policy. Where illegal, inappropriate or harmful material has been spread among students, the school will use all reasonable endeavours to ensure the incident is contained.

The DSL will report the incident and provide the relevant material to the police as soon as is reasonably practicable, if they have reasonable grounds to suspect that possessing that material is illegal. They will also work with external services if it is deemed necessary to do so.

#### 6.3 Examining electronic devices.

The headteacher, and any member of staff authorised to do so by the headteacher, may carry out a search and confiscate any electronic device that they have reasonable grounds for suspecting:

- > Poses a risk to staff or students, and/or
- > Is identified in the school rules as a banned item for which a search can be carried out, and/or
- > Is evidence in relation to an offence.

Before a search, the authorised staff member will:

- Make an assessment of how urgent the search is, and consider the risk to other students and staff
- > Explain to the student why they are being searched, how the search will happen, and give them the opportunity to ask questions about it
- > Seek the student's cooperation.

Authorised staff members may examine, and in exceptional circumstances erase, any data or files on an electronic device that they have confiscated where they believe there is a 'good reason' to do so.

When deciding whether there is a 'good reason' to examine data or files on an electronic device, the staff member should reasonably suspect that the device has, or could be used to:

- > Cause harm, and/or
- > Undermine the safe environment of the school or disrupt teaching, and/or
- > Commit an offence.

If inappropriate material is found on the device, it is up to the Headteacher and safeguarding/inclusion teams to decide on a suitable response. If there are images, data or files on the device that staff reasonably suspect are likely to put a person at risk, they will first consider the appropriate safeguarding response.

When deciding if there is a good reason to erase data or files from a device, staff members will consider if the material may constitute evidence relating to a suspected offence. In these instances, they will not delete the material and the device will be handed to the police as soon as reasonably practicable. If the material is not suspected to be evidence in relation to an offence, staff members may delete it if:

- > They reasonably suspect that its continued existence is likely to cause harm to any person, and/or
- > The student and/or the parent refuses to delete the material themselves.

If a staff member **suspects** a device **may** contain an indecent image of a child (also known as a nude or semi-nude image), they will:

- > Not view the image
- > Confiscate the device and report the incident to the DSL (or equivalent) immediately, who will decide what to do next. The DSL will make the decision in line with the DfE's latest guidance on <u>screening</u>, <u>searching</u> and <u>confiscation</u> and the UK Council for Internet Safety (UKCIS) guidance on <u>sharing nudes and semi-nudes</u>: <u>advice for education settings</u> working with children and young people

Any searching of students will be carried out in line with:

- > The DfE's latest guidance on searching, screening and confiscation
- > UKCIS guidance on sharing nudes and semi-nudes: advice for education settings working with children and young people
- > Our behaviour policy / searches and confiscation protocol.

Any complaints about searching for or deleting inappropriate images or files on students' electronic devices will be dealt with through the school complaints procedure.

#### 7. Acceptable use of the internet in school

Visitors will be expected to read and agree to the school's terms on acceptable use if relevant.

Use of the school's internet must be for educational purposes only, or for the purpose of fulfilling the duties of an individual's role.

We will monitor the websites visited by students, staff, volunteers, governors and visitors (where relevant) to ensure they comply with the above.

More information is set out in the acceptable use agreements in appendices 1 to 2.

#### 8. Students using mobile devices in school

Students may bring mobile devices to school. However, they are not permitted to use them in the school building between 9.15 and 3.30. Mobile devices can be used outside of the school building during break and lunchtime.

Any use of mobile devices in school by students must be in line with the acceptable use agreement (see appendix 1).

Any breach of the acceptable use agreement by a student may trigger disciplinary action in line with the school behaviour policy, which may result in the confiscation of their device.

#### 9. Staff using work devices outside school

All staff members will take appropriate steps to ensure their devices remain secure. This includes, but is not limited to:

- > Keeping the device password-protected (following Trust password policy of at least 8 characters, at least 1 capital letter and at least 1 number.
- > Ensuring their hard drive remains secure through the hard drive encryption process 2022/23— this means if the device is lost or stolen, no one can access the files stored on the hard drive by attaching it to a new device.
- > Making sure the device locks if left inactive for a period.
- > Not sharing the device among family or friends
- > Keeping operating systems up to date by always installing the latest updates. Please speak to the IT team if you are unsure how to do this and want them to apply the updates.

Staff members must not use the device in any way which would violate the school's terms of acceptable use, as set out in appendix 2.

### Work devices must be used solely for work activities.

If staff have any concerns over the security of their device, they must seek advice from the IT team.

## 10. How the school will respond to issues of misuse

Where a student misuses the school's IT systems or internet, we will follow the procedures set out in our policies on acceptable use and our behaviour policy. Action taken will depend on the individual circumstances, nature and seriousness of the specific incident, and will be proportionate.

Where a staff member misuses the school's IT systems or the internet or misuses a personal device where the action constitutes misconduct, the matter will be dealt with in accordance with the staff disciplinary procedures/staff code of conduct procedures. The action taken will depend on the individual circumstances, nature and seriousness of the specific incident.

The school will consider whether incidents which involve illegal activity or content, or otherwise serious incidents, should be reported to the police.

#### 11. Training

All new staff members will receive training, as part of their induction, on safe internet use and online safeguarding issues including cyber-bullying and the risks of online radicalisation via our safeguarding induction training given to all new colleagues.

All staff members will receive refresher training at least once each academic year as part of safeguarding training, as well as relevant updates as required (for example through emails, e-bulletins and staff meetings).

By way of this training, all staff will be made aware that:

- > Technology is a significant component in many safeguarding and wellbeing issues, and that children are at risk of online abuse.
- > Children can abuse their peers online through:

- Abusive, harassing, and misogynistic messages
- Non-consensual sharing of indecent nude and semi-nude images and/or videos, especially around chat groups
- Sharing of abusive images and pornography, to those who don't want to receive such content.
- > Physical abuse, sexual violence and initiation/hazing type violence can all contain an online element. Training will also help staff:
  - Develop better awareness to assist in spotting the signs and symptoms of online abuse.
  - Develop the ability to ensure students can recognise dangers and risks in online activity and can weigh up the
    risks
  - Develop the ability to influence students to make the healthiest long-term choices and keep them safe from harm in the short term.

The DSL and DSD/DSDs will undertake child protection and safeguarding training, which will include online safety, at least every 2 years. They will also update their knowledge and skills about online safety at regular intervals, and at least annually.

Governors will receive training on safe internet use and online safeguarding issues as part of their safeguarding training. Volunteers will receive appropriate training and updates, if applicable.

More information about safeguarding training is set out in our child protection and safeguarding policy.

#### 12. Monitoring arrangements

The DSL logs behaviour and safeguarding issues related to online safety.

This policy will be reviewed every year by the DSL. At every review, the policy will be shared with the governing board. The review (such as the one available <a href="here">here</a>) will be supported by an annual risk assessment that considers and reflects the risks students face online. This is important because technology, and the risks and harms related to it, evolve and change rapidly.

#### 13. Links with other policies

This online safety policy is linked to our:

- > Child protection and safeguarding policy
- > Behaviour policy
- > Anti-Bullying policy
- > Staff disciplinary procedures
- > Data protection policy and privacy notices
- > Complaints procedure
- > ICT and internet acceptable use policy
- > Code of Conduct

#### Appendix 1: Student acceptable use agreement (students and parents and carers)

#### STUDENT ACCEPTABLE USE FOR ONLINE SAFETY AND SOCIAL NETWORKING STANDARDS

This applies to school devices and personal devices being used in school and also school/Trust owned devices being used at home

I will

- only access the school's IT systems and Internet via my own username and password.
- keep my password safe and not share it with other people.
- ask the IT team to check any attachments or links before I click on them if I don't know that they are safe.
- if given permission to use my own device in school ask the IT team to check the device I want to link to the school IT before I do it to make sure there are no viruses.
- follow guidelines for safe use of the Internet.
- report any materials or conduct which I feel is unacceptable to the Teacher or IT Team.
- only use my own device in school if I have permission.
- immediately report any IT damage or faults.

#### I will not

- damage school IT on purpose.
- download IT viruses on purpose.
- play computer games during the school day unless I have been directed to do so by a teacher.
- alter or delete another person's files.
- use chat rooms and social networking sites during the school day.
- put personal information on-line (this could include names, addresses, email, telephone numbers, age, gender, educational details, financial details etc.).
- do anything online which is offensive, hurtful or otherwise upsetting to another person.
- post anonymous messages or forward chain letters.
- use inappropriate language.
- take, publish or share pictures or videos of anyone without their permission.
- use school IT for personal use without a teacher's permission.
- copy someone else's schoolwork and pretend it is my own.
- access inappropriate materials such as pornographic, racist or offensive material.
- install or attempt to install or store programmes on any school device.
- try to alter computer settings.
- will not try to upload, download or access any materials which are illegal or inappropriate or may cause harm or distress to others.
- use any programs or software that might allow me to bypass the filtering/security systems.

#### I understand that

- school will monitor my use of the systems, devices and digital communications. School may share this information with my parents/carers, the police or other agencies depending upon the severity of the incident. School may check my school documents for viruses and unsuitable material at any time.
- if I use my own devices in the school, I will follow the rules set out in this agreement.
- I am responsible for my actions, both in and out of school.
- the school also has the right to act against me if I am involved in an incident out of school (examples would be cyber-bullying, use of images or personal information).

I have read and understood the above statements and I agree to the rules for use of ICT facilities and the Internet. I understand that deliberate failure to do this could result in the loss of my access rights to IT along with further sanctions if there was serious misuse.

Student signature	.Form
Student full name	Date
This agreement will be re-issued annually, and access to systems v	will be revoked unless this is returned to the school.

#### Appendix 2: Acceptable use agreement (staff, governors, volunteers and visitors)

#### STAFF ACCEPTABLE USE FOR ONLINE SAFETY AND SOCIAL NETWORKING STANDARDS

- I will read and comply with the Trust's Data Protection Policy.
- All data stored by TSAT staff is the property of TSAT and should not be removed when staff leave.
- I will not disclose my username or password to anyone.
- I will not write down or store a password, leaving my details unsecured.
- I will always log off the computer when I have finished and lock it when unattended.
- I will never use anyone else's login, email address or password.
- I will not use my personal email or personal phone number as a contact for students.
- I will never use my personal email address for work.
- When communicating electronically with students or parents it will only be via the school's accredited systems.
- I will ensure that all communication is transparent and open to scrutiny.
- I will ensure that communication with students is in a professional manner.
- I understand that the use of the network or any school device to knowingly access inappropriate materials is strictly forbidden and may constitute a criminal offence.
- I will report any accidental access to unacceptable material immediately to my manager and notify my manager if I suspect someone else of misusing ICT. I will also inform the Designated Safeguarding Lead if misuse may be a child protection issue.
- I will ensure that students under my supervision use ICT facilities and the Internet appropriately to support learning. I will challenge and report any misuse.
- I will ensure the ICT team have screened all devices for malicious software before connecting to the network and take care when opening unknown email attachments. I will seek advice from the ICT team if I am unsure about the safety of any such devices or attachments.
- I will make sure that if I need to transport personal data of any kind, I will do so using an encrypted external device that has a password in line with the *Trust's Data Protection Policy*.
- I will not attach any devices to the network that may contain files that breach copyright, GDPR or other laws.
- I agree to use the school's ICT only for work related use during my directed working hours.
- If I use a work mobile device or laptop at home and in school, I will not access inappropriate applications/ Internet searches (including gambling).
- I will take all reasonable steps to ensure the safety of ICT which I take off site and will remove anything of a personal nature before it is returned to school.
- My mobile device (phones, tablets, smart wear) will be turned off or kept on silent mode during lessons except if required to authenticate with school network login or email, or in an emergency situation with the agreement of a member of the Senior Leadership Team.
- Employees should not access personal emails or messages during directed working hours except in an emergency situation with the agreement of a member of the Senior Leadership Team.
- I will only photograph or video students on school devices as part of a planned learning activity or, in exceptional circumstances, for identification purposes and will ensure footage is only used with the correct consent.
- I will not photograph or video students on personal devices.
- If I choose to have my school email account configured on my personal mobile device, I will set a 6-digit passcode and install the school Microsoft Intune email policy application and accept the agreement.
- I understand that the Trust monitors Internet usage and sites used by staff. All inappropriate searches are automatically alerted to the DSL and Headteacher.
- I understand that the misuse of ICT facilities and the Internet could result in disciplinary action being taken.
- I will follow Trust password policy of: At least 8 characters, at least 1 capital letter, at least 1 number.
- When working from home I will not leave any school system logged in unattended, these include remote access, Bromcom, SharePoint and video conferencing meetings or training.

#### Online Learning and Meetings - including Teams and Zoom

To find out how to do any of the below please visit the Trust Knowledge Base site to access useful guides - https://tsat.sharepoint.com/sites/tsat/policies/KnowledgeBase

- When using Teams always blur your background when providing online lessons, recording online content, or attending a meeting when outside of school.
- When using Zoom for a meeting whilst outside of school always upload and apply a custom background.
- Only use scheduled meetings setup in your Teams/Zoom calendar with students or meeting attendees.
- Make sure you end the meeting when meeting with students (or meetings attendees) and do not just leave.
- Always set the lobby option to 'Only me' (organiser) in Teams and enable the Waiting Room in Zoom for all external meetings and lessons so that you know who you is attending, and you can admit each person to the meeting.
- Always set the who can present option to 'Only me' (organiser) for all lessons with students. In Zoom you need to change the share screen advanced sharing options for who can share to 'Only Host' (organiser). Its optional whether you want to do this for meetings with adults in Teams/Zoom.
- If recording a meeting, always make sure the attendees are aware and they are happy for you to record the meeting, if they are not then do not record. Once you start the recording state that the meeting is being recorded and participants have consented to it. "Please note that any attempt to covertly record such a meeting may be considered as gross misconduct"
- When entering a meeting/lesson you should always seek to ensure that your camera and microphone is active so that the person leading the meeting/lesson is made aware of your presence.
- If there are any issues with the use of camera (i.e., WIFI or data issues) then you should make the person/s leading the meeting/lesson aware of this.
- Any use of message chat should be to appropriately contribute to the meeting/lesson taking place. It should be the person/s leading the meeting who decide if the message chat needs to be shared on the screen to support the meeting.

#### Staff social networking standards

Below sets out the standards expected of all staff when using social media.

DO

- Always act responsibly. Even if you do not identify your profession or place of work, your conduct could jeopardise any
  professional registration and/or your employment.
- Be considerate to your colleagues. Pictures or information about colleagues should not be posted on social networking sites unless you have the agreement of the individual.

#### DO NOT

- Share confidential information online.
- Build or pursue relationships with students even when the student has left the Trust.
- Use social networking to inform professional practice without careful consideration and discussions with management.
- Discuss students, parents, colleagues, School or Trust in a way which may be deemed inappropriate or damage reputation.
- Post pictures of students/families online even if they have asked you to do this.
- Take pictures of parents, carers, or students without the relevant consents.
- Raise concerns about your work online. If you have concerns, then these should be discussed with your line manager.
- Engage in activities online which may bring the Trust into disrepute.
- Be abusive, bully, derogatory, defamatory, or offensive.
- Employees may not use social networking sites or other unauthorised sites during directed working hours.

All the above applies to open and private sections of social networking sites.

# Appendix 3: Online safety training needs – self-audit for staff

ONLINE SAFETY TRAINING NEEDS AUDIT		
Name of staff member/volunteer:	Date:	
Question	Yes/No (add comments if necessary)	
Do you know the name of the person who has lead responsibility for online safety in school?		
What are the 4 Cs of online safety?		
Do you know what you must do if a student approaches you with a concern or issue about online safety?		
Are you familiar with the school's acceptable use agreement for staff, volunteers, governors and visitors?		
Are you familiar with the school's acceptable use agreement for students and parents?		
Do you regularly change your password for accessing the school's ICT systems?		
Are you familiar with the school's approach to tackling cyberbullying?		
Are there any areas of online safety in which you would like training/further training?		