



The social media policy applies to parents and carers, members of staff, pupils and trustee members and volunteers at The Den.

This policy includes (but is not limited to) the following technologies:

- Social networking sites (e.g. Facebook, LinkedIn, Snap Chat)
- Blogs
- Discussions forums
- Collaborative online spaces
- Media Sharing services (i.e. You Tube)
- Micro-blogging (i.e. Twitter)

As part of our duty to safeguard children it is essential to maintain the privacy and security of all our families.

We therefore require that:

- No photographs taken within the setting, at special events or during outings with the children, are to be posted for public viewing, except those of your own child. Parents are advised that they do not have a right to photograph anyone else's child or to upload photos of anyone else's children. (This excludes those photographs taken by staff for the children's online learning journal, which are sometimes used for display in the setting, for use on the Ysgol Deiniol CP website and in other advertising material if parental permission is given).
- No public discussions are to be held or comments made on social media sites regarding The Den children, staff or trustee business (except appropriate use for marketing fund raising events) or that could be construed to have any impact on the setting's reputation or that would offend any member of staff or parent using The Den.

Social Media

- Staff are advised to manage their personal security settings to ensure that their information is only available to people they choose to share information with.
- Staff should not accept service users, children and parents as friends due to it being a breach of expected professional conduct unless they already know them in a personal capacity before their child starts at The Den.
- Staff should avoid personal communication, including on social networking sites, with the children and parents with whom they act in a professional capacity.

- In the event that staff name the organisation or workplace in any social media they do so in a way that is not detrimental to the organisation or its service users.
- Staff observe confidentiality and refrain from discussing any issues relating to work.
- Staff should not share information they would not want children, parents or colleagues to view.
- Staff should report any concerns or breaches to the designated person in their setting.

Any member of staff, student or volunteer found to be posting remarks or comments that breach confidentiality, bring The Den into disrepute or that are deemed to be a detrimental nature to the setting or other employees, or posting/publishing of the setting, children or staff may face disciplinary action in line with The Den's disciplinary procedures (students will be asked to leave immediately).

Any comment deemed to be inappropriate is to be reported to the Chair and Registered Person and any action taken will be at their discretion.

General guidelines for using social media:

- Personal security settings should be managed to ensure that information is only available to people you choose to share information with.
- Remember that no information sent over the web is totally secure and as such through social media.
- Maintain professionalism, honesty and respect
- Apply a "good judgement" test for every social media post you make.

This **Social Media policy** was passed for use in The Den

On: 04.10.2024

By: *Mr. Kevin Baugh & Mrs Laura Butters*

Positions: *Registered Person & Person in Charge*

Date of planned review: October 2025