

FEDERATION

Friendship for all, One vision, Readiness to learn and Trusting in God

The Lord is my rock, my fortress and my protector
2 Samuel 22:2

E-Safety Policy

Policy Version: SWGfL model
Policy Review 16th October 2019
Date:
Reviewed by: Full Governing Body
Next Review Date: Autumn 2022

**Signed by the
Chair:**

Date: 16th October 2019

The policies of this Federation have been developed from our core values. In executing these policies special attention is taken to consider fairness, compassion and equality. Our belief is that we are all made in the image of God and are therefore equally valued, ensuring that these policies are for the benefit of the school and the wider community, and demonstrate the love of God through Christ.

Useful sites for parents

If you have concerns or simply want to learn more about practical approaches to safe use of the Internet for you and your children, then these links should help:

<http://www.saferinternet.org.uk/advice-and-resources/parents-and-carers>

<http://ceop.police.uk/>

<http://www.bbc.co.uk/cbbc/topics/stay-safe>

Development / Monitoring / Review of this Policy

This e-safety policy has been developed by a working group made up of:

- Executive Headteacher, Head of Schools who are the designated E-Safety co-ordinators.
- Teachers
- Governors

Schedule for Development / Monitoring / Review

The implementation of this e-safety policy will be monitored by the: E-Safety Coordinator, T&L Committee, Senior Leadership Team, using information that might include logs of reported incidents, parent and staff surveys and pupil voice.

Monitoring will take place at regular intervals:

The Teaching & Learning Committee will receive a report on the implementation of the e-safety policy (which will include anonymous details of e-safety incidents) at least annually.

The E-Safety Policy will be reviewed annually, or more regularly in the light of any significant new developments in the use of the technologies, new threats to e-safety or incidents that have taken place.

Scope of the Policy

This policy applies to all members of the school community (including staff, pupils, volunteers, parents / carers, visitors, community users) who have access to and are users of school ICT systems, both in and out of the school.

The Education and Inspections Act 2006 empowers Headteachers to such extent as is reasonable, to regulate the behaviour of pupils when they are off the school site and empowers members of staff to impose disciplinary penalties for inappropriate behaviour. This is pertinent to incidents of cyberbullying, or other e-safety incidents covered by this policy, which may take place outside of the school, but is linked to membership of the school. The 2011 Education Act increased these powers with regard to the searching for and of electronic devices and the deletion of data (see appendix for template policy). In the case of both acts, action can only be taken over issues covered by the published Behaviour Policy.

The school will deal with such incidents within this policy and associated behaviour and anti-bullying policies and will, where known, inform parents / carers of incidents of inappropriate e-safety behaviour that take place out of school.

Roles and Responsibilities

The following section outlines the e-safety roles and responsibilities of individuals and groups within the school:

Governors: Governors are responsible for the approval of the E-Safety Policy and for reviewing the effectiveness of the policy. This will be carried out by the Teaching & Learning Committee receiving regular information about e-safety incidents and monitoring reports.

A member of the Governing Body has taken on the role of E-Safety Governor (Safeguarding Lead Governor). The role of the E-Safety Governor will include:

- regular meetings with the E-Safety Co-ordinators
- regular monitoring of e-safety incident logs
- reporting to FGB
- The Executive Headteacher has a duty of care for ensuring the safety (including e-safety) of members of the school community, though the day to day responsibility for e-safety will be delegated to the E-Safety Co-ordinators.
- The Headteacher and (at least) another member of the Senior Management Team should be aware of the procedures to be followed in the event of a serious e-safety allegation being made against a member of staff. (see flow chart on dealing with e-safety incidents – included in a later section – “Responding to incidents of misuse” and relevant Local Authority HR / other relevant body disciplinary procedures). SWGfL BOOST includes an ‘Incident Response Tool’ that steps (and forms to complete) any staff facing an issue, disclosure or report, need to follow. This can be downloaded at <http://www.swgfl.org.uk/Staying-Safe/E-Safety-BOOST/Boost-landing-page/Boost-Hub/IncidentResponse-Tool>
- The Executive Headteacher and Senior Leaders are responsible for ensuring that the E-Safety Coordinators and other relevant staff receive suitable training to enable them to carry out their e-safety roles and to train other colleagues, as relevant.
 - The Executive Headteacher and Senior Leaders will ensure that there is a system in place to allow for monitoring and support of those in school who carry out the internal e-safety monitoring role. This is to provide a safety net and also support to those colleagues who take on important monitoring roles.
 - The Executive Headteacher and Senior Leaders will receive regular monitoring reports from the E-Safety Co-ordinator.

E-Safety Coordinators (Senior Leadership Team)

The E-Safety Coordinators:

- take day to day responsibility for e-safety issues and has a leading role in establishing and reviewing the school e-safety policies / documents
- ensure that all staff are aware of the procedures that need to be followed in the event of an e-safety incident taking place.
- provide training and advice for staff
- liaise with the Local Authority / relevant body
- liaise with school technical staff
- receive reports of e-safety incidents and creates a log of incidents to inform future e-safety developments, (examples of suitable log sheets may be found later in this document). SWGfL BOOST includes access to Whisper, an anonymous reporting app that installs onto a school website and extends the schools ability to capture reports from staff, children and parents (<http://www.swgfl.org.uk/Staying-Safe/E-Safety-BOOST/Boost-landing-page/Boost-Hub/SWGfLWhisper>)
- meet regularly with E-Safety Governor to discuss current issues, review incident logs

- attend relevant committee of Governors
- report regularly to Executive Headteacher

Technical staff

It is the responsibility of the Federation to ensure that the managed service provider carries out all the e-safety measures that would otherwise be the responsibility of the Federation technical staff, as suggested below. It is also important that the managed service provider is fully aware of the Federation e-safety policy and procedures. Technical Staff / Co-ordinator for ICT / are responsible for ensuring:

- that the Federation's technical infrastructure is secure and is not open to misuse or malicious attack
 - that the Federation meets required e-safety technical requirements and any Local Authority / other relevant body E-Safety Policy / Guidance that may apply.
 - that users may only access the networks and devices through a properly enforced password protection policy, in which passwords are regularly changed
 - that they keep up to date with e-safety technical information in order to effectively carry out their e-safety role and to inform and update others as relevant
 - that the use of the network / internet / Virtual Learning Environment / remote access / email is regularly monitored in order that any misuse attempted misuse can be reported to the Executive Headteacher / E-Safety Coordinator for investigation / action / sanction
 - that monitoring software / systems are implemented and updated as agreed in Federation policies

Teaching and Support Staff

are responsible for ensuring that:

- they have an up to date awareness of e-safety matters and of the current Federation e-safety policy and practices
 - they have read, understood and signed the Staff Acceptable Use Policy / Agreement (AUP)
 - they report any suspected misuse or problem to the Executive Headteacher, Head of School and or E-Safety Coordinator for investigation / action / sanction
 - all digital communications with students / pupils / parents / carers should be on a professional level and only carried out using official Federation systems
 - e-safety issues are embedded in all aspects of the curriculum and other activities
 - pupils understand and follow the e-safety and acceptable use policies
 - pupils have a good understanding of research skills and the need to avoid plagiarism and uphold copyright regulations
 - they monitor the use of digital technologies, mobile devices, cameras etc in lessons and other activities (where allowed) and implement current policies with regard to these devices

Designated Safeguarding Leads

Should be trained in e-safety issues and be aware of the potential for serious child protection / safeguarding issues to arise from:

- sharing of personal data
- access to illegal / inappropriate materials
- inappropriate on-line contact with adults / strangers
- potential or actual incidents of grooming
- cyber-bullying

it is important to emphasise that these are child protection issues, not technical issues, simply that the technology provides additional means for child protection issues to develop.

Pupils

- are responsible for using the Federation digital technology systems in accordance with the Pupil Acceptable Use Policy
- have a good understanding of research skills and the need to avoid plagiarism and uphold copyright regulations
- need to understand the importance of reporting abuse, misuse or access to inappropriate materials and know how to do so
- will be expected to know and understand policies on the use of mobile devices and digital cameras. They should also know and understand policies on the taking / use of images and on cyber-bullying.
- should understand the importance of adopting good e-safety practice when using digital technologies out of school and realise that the Federation's E-Safety Policy covers their actions out of school, if related to their membership of the school

Parents / Carers

play a crucial role in ensuring that their children understand the need to use the internet / mobile devices in an appropriate way. The Fort Federation schools will take every opportunity to help parents understand these issues through parents' evenings, newsletters, letters, website / VLE and information about national / local e-safety campaigns / literature. Parents and carers will be encouraged to support the schools in promoting good e-safety practice and to follow guidelines on the appropriate use of:

- digital and video images taken at school events
- access to parents' sections of the website / VLE and on-line student pupil records
- their children's personal devices in the school (where this is allowed)

Community Users

who access school systems / website / VLE as part of wider provision will be expected to sign a Community User AUA before being provided with access to Federation systems. (A Community Users Acceptable Use Agreement Template can be found in the appendices.)

Policy Statements

Education – pupils

Whilst regulation and technical solutions are very important, their use must be balanced by educating pupils to take a responsible approach. The education of pupils in e-safety is therefore an essential part of the Federation's e-safety provision. Children and young people need the help and support of the Federation to recognise and avoid e-safety risks and build their resilience.

E-safety should be a focus in all areas of the curriculum and staff should reinforce e-safety messages across the curriculum. The e-safety curriculum should be broad, relevant and provide progression, with opportunities for creative activities and will be provided in the following ways:

- A planned e-safety curriculum should be provided as part of Computing / PHSE / other lessons and should be regularly revisited

- Key e-safety messages should be reinforced as part of a planned programme of assemblies' pastoral activities
 - Pupils should be taught in all lessons to be critically aware of the materials / content they access on-line and be guided to validate the accuracy of information.
- Pupils should be taught to acknowledge the source of information used and to respect copyright when using material accessed on the internet
- Pupils should be helped to understand the need for the pupil Acceptable Use Agreement and encouraged to adopt safe and responsible use both within and outside school
- Staff should act as good role models in their use of digital technologies the internet and mobile devices
- in lessons where internet use is pre-planned, it is best practice that pupils should be guided to sites checked as suitable for their use and that processes are in place for dealing with any unsuitable material that is found in internet searches.
- Where pupils are allowed to freely search the internet, staff should be vigilant in monitoring the content of the websites the young people visit.
- It is accepted that from time to time, for good educational reasons, students may need to research topics (e.g. racism, drugs, discrimination) that would normally result in internet searches being blocked. In such a situation, staff can request that the Technical Staff (or other relevant designated person) can temporarily remove those sites from the filtered list for the period of study. Any request to do so, should be auditable, with clear reasons for the need.

Education – parents / carers

Many parents and carers have only a limited understanding of e-safety risks and issues, yet they play an essential role in the education of their children and in the monitoring / regulation of the children's online behaviours. Parents may underestimate how often children and young people come across potentially harmful and inappropriate material on the internet and may be unsure about how to respond. The Federation will therefore seek to provide information and awareness to parents and carers through:

- Curriculum activities
- Letters, newsletters, web site, VLE
- Parents / Carers evenings / sessions
- High profile events / campaigns e.g. Safer Internet Day
- Reference to the relevant web sites / publications e.g.
www.swgfl.org.uk
www.saferinternet.org.uk/
<http://www.childnet.com/parents-and-carers>

(see appendix for further links / resources)

Education – The Wider Community

The Federation will provide opportunities for local community groups / members of the community to gain from the Federation's e-safety knowledge and experience. This may be offered through the following:

- Providing family learning courses in use of new digital technologies, digital literacy and e-safety
- E-Safety messages targeted towards grandparents and other relatives as well as parents.
- The school websites will provide e-safety information for the wider community

- Supporting community groups e.g. Early Years Settings, Childminders, youth / sports / voluntary groups to enhance their e-safety provision (possibly supporting the group in the use of Online Compass, an online safety self-review tool - www.onlinecompass.org.uk)

Education & Training – Staff / Volunteers

It is essential that all staff receive e-safety training and understand their responsibilities, as outlined in this policy. Training will be offered as follows:

- A planned programme of e-safety training will be made available to staff. This will be regularly updated and reinforced. An audit of the e-safety training needs of all staff will be carried out regularly.
- All new staff should receive e-safety training as part of their induction programme, ensuring that they fully understand the Federation e-safety policy and Acceptable Use Agreements
- The E-Safety Coordinators will receive regular updates through attendance at external training events (e.g. from SWGfL / LA / other relevant organisations) and by reviewing guidance documents released by relevant organisations.
- This E-Safety policy and its updates will be presented to and discussed by staff in staff / team meetings / INSET days.
- The E-Safety Coordinators will provide advice / guidance / training to individuals as required

Training – Governors

Governors should take part in e-safety training / awareness sessions, with particular importance for those who are members of any sub-committee / group involved in technology / e-safety / health and safety / child protection. This may be offered in a number of ways:

- Attendance at training provided by the Local Authority / National Governors Association / or other relevant organisation (e.g. SWGfL).
- Participation in Federation training / information sessions for staff or parents

Technical – infrastructure / equipment, filtering and monitoring

If the school has a managed ICT service provided by an outside contractor, it is the responsibility of the Federation to ensure that the managed service provider carries out all the e-safety measures that would otherwise be the responsibility of the Federation, as suggested below. It is also important that the managed service provider is fully aware of the Federation E-Safety Policy / Acceptable Use Agreements. The Federation should also check their Local Authority / other relevant body policies on these technical issues. The Federation will be responsible for ensuring that the Federation infrastructure / network is as safe and secure as is reasonably possible and that policies and procedures approved within this policy are implemented. It will also need to ensure that the relevant people named in the above sections will be effective in carrying out their e-safety responsibilities: *A more detailed Technical Security Template Policy can be found in the appendix.*

- Federation technical systems will be managed in ways that ensure that the Federation meets recommended technical requirements
- There will be regular reviews and audits of the safety and security of Federation technical systems
- Servers, wireless systems and cabling must be securely located as far as is reasonable and physical access restricted
- All users will have clearly defined access rights to Federation technical systems and devices.
- Users are responsible for the security of their username and password
 - The “administrator” passwords for the Federation ICT system, used by the Network Manager (or other person) must also be available to the Executive Headteacher or other nominated senior leader and kept in a secure place (e.g. school safe)
 - ICT manager is responsible for ensuring that software licence logs are accurate and up to date and that regular checks are made to reconcile the number of licences purchased against the number of software installations
 - Internet access is filtered for all users. Illegal content (child sexual abuse images) is filtered by the broadband or filtering provider by actively employing the Internet Watch Foundation CAIC list. Content lists are regularly updated, and internet use is logged and regularly monitored. There is a clear process in place to deal with requests for filtering changes
 - Federation technical staff regularly monitor and record the activity of users on the Federation technical systems and users are made aware of this in the Acceptable Use Agreement.
 - An appropriate system is in place for users to report any actual / potential technical incident / security breach to the relevant person
 - Appropriate security measures are in place to protect the servers, firewalls, routers, wireless systems, workstations, mobile devices etc from accidental or malicious attempts which might threaten the security of the Federation systems and data. These are tested regularly. The Federation infrastructure and individual workstations are protected by up to date virus software.

Use of digital and video images

The development of digital imaging technologies has created significant benefits to learning, allowing staff and pupils instant use of images that they have recorded themselves or downloaded from the internet. However, staff, parents / carers and pupils need to be aware of the risks associated with publishing digital images on the internet. Such images may provide avenues for cyberbullying to take place. Digital images may remain available on the internet forever and may cause harm or embarrassment to individuals in the short or longer term. It is common for employers to carry out internet searches for information about potential and existing employees. The Federation will inform and educate users about these risks and will implement policies to reduce the likelihood of the potential for harm:

- When using digital images, staff should inform and educate pupils about the risks associated with the taking, use, sharing, publication and distribution of images. In particular they should recognise the risks attached to publishing their own images on the internet e.g. on social networking sites.

- In accordance with guidance from the Information Commissioner’s Office, parents / carers are welcome to take videos and digital images of their children at school events for their own personal use (as such use is not covered by the Data Protection Act/General Data Protection Regulations 2018). To respect everyone’s privacy and in some cases protection, these images should not be published / made publicly available on social networking sites, nor should parents / carers comment on any activities involving other pupils in the digital / video images.

- Staff and volunteers are allowed to take digital / video images to support educational aims, but must follow Federation policies concerning the sharing, distribution and publication of those images. Those images should only be taken on Federation equipment, the personal equipment of staff should not be used for such purposes. This includes photographs, video or sound.

- Care should be taken when taking digital / video images that pupils are appropriately dressed and are not participating in activities that might bring the individuals or the Federation schools into disrepute.

- pupils must not take, use, share, publish or distribute images of others without their permission

- Photographs published on the website, or elsewhere that include pupils will be selected carefully and will comply with good practice guidance on the use of such images.

- Pupils’ full names will not be used anywhere on a website or blog, particularly in association with photographs.

- Written permission from parents or carers will be obtained before photographs of pupils are published on the school websites

- Pupil’s work can only be published with the permission of the pupil and parents or carers.

Data Protection/General Data Protection Regulation

Personal data will be recorded, processed, transferred and made available according to the Data Protection Act 1998/GDPR 2018 which states that personal data must be:

- Fairly and lawfully processed
- Processed for limited purposes
- Adequate, relevant and not excessive
- Accurate
- Kept no longer than is necessary
- Processed in accordance with the data subject’s rights
- Secure
- Only transferred to others with adequate protection.

The school must ensure that:

- It will hold the minimum personal data necessary to enable it to perform its function and it will not hold it for longer than necessary for the purposes it was collected for.
- Every effort will be made to ensure that data held is accurate, up to date and that inaccuracies are corrected without unnecessary delay.
- All personal data will be fairly obtained in accordance with the “Privacy Notice” and lawfully processed in accordance with the “Conditions for Processing”. (see Privacy Notice section in the appendix)
- It has a Data Protection Policy
- It is registered as a Data Controller for the purposes of the Data Protection Act (DPA)/GDPR

- Risk assessments are carried out
- It has clear and understood arrangements for the security, storage and transfer of personal data
- Data subjects have rights of access and there are clear procedures for this to be obtained
- There are clear and understood policies and routines for the deletion and disposal of data
- There is a policy for reporting, logging, managing and recovering from information risk incidents
- There are clear Data Protection clauses in all contracts where personal data may be passed to third parties
- There are clear policies about the use of cloud storage / cloud computing which ensure that such data storage meets the requirements laid down by the Information Commissioner's Office.

Staff must ensure that they:

- At all times take care to ensure the safe keeping of personal data, minimising the risk of its loss or misuse.
- Use personal data only on secure password protected computers and other devices, ensuring that they are properly "logged-off" at the end of any session in which they are using personal data.
- Transfer data using encryption and secure password protected devices.

When personal data is stored on any portable computer system, memory stick or any other removable media:

- the data must be encrypted, and password protected
- the device must be password protected
- the device must offer approved virus and malware checking software
- the data must be securely deleted from the device, in line with Federation policy (below) once it has been transferred or its use is complete Personal or sensitive data must not be saved to any USB memory device

The Personal Data Handling Policy Template in the appendix provides more detailed guidance on the school's responsibilities and on good practice.

Communications

A wide range of rapidly developing communications technologies has the potential to enhance learning. The following table shows how the Federation currently considers the benefit of using these technologies for education outweighs their risks / disadvantages:

	Staff & other adults			Students / Pupils				
	Allowed	Allowed at certain times	Allowed for selected staff	Not allowed	Allowed	Allowed at certain times	Allowed with staff permission	Not allowed
Communication Technologies								
Mobile phones may be brought to school	P			P				
Use of mobile phones in lessons	NO	NO	NO	P				
Use of mobile phones in social time	P			P				
Taking photos on mobile phones / cameras	NO	NO	NO	P				
Use of other mobile devices eg tablets, gaming devices	NO	NO	NO	P				
Use of personal email addresses in school, or on school network (Staff agree to allow checks.)	p			p				
Use of school email for personal emails	p			p				
Use of messaging apps (In social time.)	p			p				
Use of social media (In social time.)		p		p				
Use of blogs (In social time.)		p		p				

When using communication technologies, the Federation considers the following as good practice:

- The official school email service may be regarded as safe and secure and is monitored. Users should be aware that email communications are monitored. (If a personal email address is used staff agree to allow the Federation or Federation technicians to have access on request at any time.)
- Users must immediately report, to the nominated person – in accordance with the Federation policy, the receipt of any communication that makes them feel uncomfortable, is offensive, discriminatory, threatening or bullying in nature and must not respond to any such communication.
- Any digital communication between staff and pupils or parents / carers (email, chat, VLE etc) must be professional in tone and content. These communications may only take place on official (monitored) Federation systems. Personal email addresses, text messaging or social media must not be used for these communications.
- Whole class / group email addresses may be used at KS1, while students / pupils at KS2 and above may be provided with individual school email addresses for educational use.
- Pupils should be taught about e-safety issues, such as the risks attached to the sharing of personal details. They should also be taught strategies to deal with inappropriate communications and be reminded of the need to communicate appropriately when using digital technologies.
- Personal information should not be posted on the school websites and only official email addresses should be used to identify members of staff.

Social Media - Protecting Professional Identity

All schools, academies and local authorities have a duty of care to provide a safe learning environment for pupils and staff. Schools and local authorities could be held responsible, indirectly for acts of their employees in the course of their employment. Staff members who harass, cyberbully, discriminate on the grounds of sex, race or disability or who defame a third party may render the school or local authority liable to the injured party. Reasonable steps to prevent predictable harm must be in place. The Federation provides the following measures to ensure reasonable steps are in place to minimise risk of harm to pupils, staff and the school through limiting access to personal information:

- Training to include acceptable use; social media risks; checking of settings; data protection; reporting issues.
- Clear reporting guidance, including responsibilities, procedures and sanctions
- Risk assessment, including legal risk

School staff should ensure that:

- No reference should be made in social media to pupils, parents / carers or Federation staff
- They do not engage in online discussion on personal matters relating to members of the Federation schools' community
- Personal opinions should not be attributed to the school or local authority
- Security settings on personal social media profiles are regularly checked to minimise risk of loss of personal information.

The Federation's use of social media for professional purposes will be checked regularly by the senior risk officer and e-safety committee to ensure compliance with the Social Media, Data Protection, Communications, Digital Image and Video Policies. *SWGfL BOOST includes SWGfL Alerts that highlight any reference to the school/academy in any online media (newspaper or social media) for example <http://www.swgfl.org.uk/Staying-Safe/E-Safety-BOOST/Boost-landing-page/Boost-Hub/Alerts>*

Unsuitable / inappropriate activities

The Federation believes that the activities referred to in the following section would be inappropriate in a school context and that users, as defined below, should not engage in these activities in school or outside school when using Federation equipment or systems. The Federation policy restricts usage as follows:

User Actions

		Acceptable	Acceptable at certain times	Acceptable for nominated users	Unacceptable	Unacceptable and illegal
Users shall not visit Internet sites, make, post, download, upload, data transfer,	Child sexual abuse images –The making, production or distribution of indecent images of children. Contrary to The Protection of Children Act 1978					X
	Grooming, incitement, arrangement or facilitation of sexual acts against children Contrary to the Sexual Offences Act 2003.					X

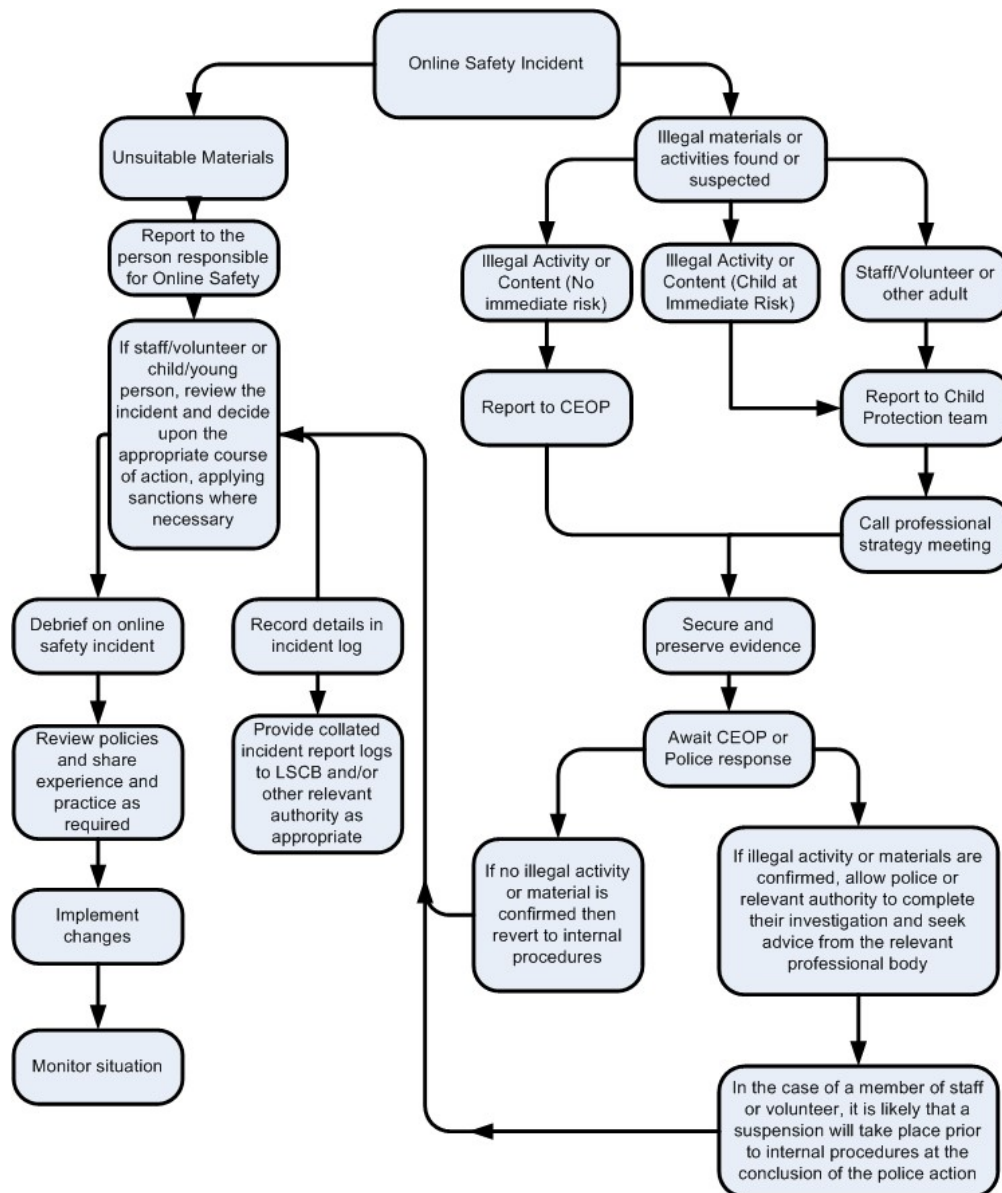
communicate or pass on, material, remarks, proposals or comments that contain or relate to:	Possession of an extreme pornographic image (grossly offensive, disgusting or otherwise of an obscene character) Contrary to the Criminal Justice and Immigration Act 2008					X
	criminally racist material in UK – to stir up religious hatred (or hatred on the grounds of sexual orientation) - contrary to the Public Order Act 1986					X
	pornography				X	
	promotion of any kind of discrimination				X	
	threatening behaviour, including promotion of physical violence or mental harm				X	
	any other information which may be offensive to colleagues or breaches the integrity of the ethos of the Federation or brings the Federation into disrepute				X	
Using Federation systems to run a private business				X		
Using systems, applications, websites or other mechanisms that bypass the filtering or other safeguards employed by the				X		
Infringing copyright				X		
Revealing or publicising confidential or proprietary information (e.g. financial / personal information, databases, computer / network access codes and passwords)				X		
Creating or propagating computer viruses or other harmful files				X		
Unfair usage (downloading / uploading large files that hinders others in their use of the internet)				X		
On-line gaming (educational)				X		
On-line gaming (non-educational)				X		
On-line gambling				X		
On-line shopping / commerce				X		
File sharing				X		
Use of social media				X		
Use of messaging apps		X				

Responding to incidents of misuse

This guidance is intended for use when staff need to manage incidents that involve the use of online services. It encourages a safe and secure approach to the management of the incident. Incidents might involve illegal or inappropriate activities (see “User Actions” above). *SWGfL BOOST includes a comprehensive and interactive ‘Incident Management Tool’ that steps staff through how to respond, forms to complete and action to take when managing reported incidents (<http://www.swgfl.org.uk/Staying-Safe/E-Safety-BOOST/Boost-landing-page/Boost-Hub/IncidentResponse-Tool>)*

Illegal Incidents

If there is any suspicion that the web site(s) concerned may contain child abuse images, or if there is any other suspected illegal activity, refer to the right-hand side of the Flowchart (below and appendix) for responding to online safety incidents and report immediately to the police.



Other Incidents

It is hoped that all members of the Federation schools' community will be responsible users of digital technologies, who understand and follow school policy. However, there may be times when infringements of the policy could take place, through careless or irresponsible or, very rarely, through deliberate misuse.

In the event of suspicion, all steps in this procedure should be followed:

- Have more than one senior member of staff / volunteer involved in this process. This is vital to protect individuals if accusations are subsequently reported.
- Conduct the procedure using a designated computer that will not be used by young people and if necessary, can be taken off site by the police should the need arise. Use the same computer for the duration of the procedure.
- It is important to ensure that the relevant staff should have appropriate internet access to conduct the procedure, but also that the sites and content visited are closely monitored and recorded (to provide further protection).

- Record the URL of any site containing the alleged misuse and describe the nature of the content causing concern. It may also be necessary to record and store screenshots of the content on the machine being used for investigation. These may be printed, signed and attached to the form (except in the case of images of child sexual abuse – see below)
- Once this has been completed and fully investigated the group will need to judge whether this concern has substance or not. If it does, then appropriate action will be required and could include the following:
 - Internal response or discipline procedures
 - Involvement by Local Authority or national / local organisation (as relevant).
 - Police involvement and/or action
- If content being reviewed includes images of Child abuse, then the monitoring should be halted and referred to the Police immediately. Other instances to report to the police would include:
 - incidents of ‘grooming’ behaviour
 - the sending of obscene materials to a child adult material which potentially breaches the Obscene Publications Act
 - criminally racist material
 - other criminal conduct, activity or materials
 - Isolate the computer in question as best you can. Any change to its state may hinder a later police investigation.

It is important that all of the above steps are taken as they will provide an evidence trail for the Federation and possibly the police and demonstrate that visits to these sites were carried out for child protection purposes. The completed form should be retained by the group for evidence and reference purposes.

School Actions & Sanctions

It is more likely that the Federation will need to deal with incidents that involve inappropriate rather than illegal misuse. It is important that any incidents are dealt with as soon as possible in a proportionate manner, and that members of the Federation schools’ community are aware that incidents have been dealt with. It is intended that incidents of misuse will be dealt with through normal behaviour / disciplinary procedures as follows:

Pupils Actions / Sanctions

Incidents:		Referto class teacher/tutor	Referto Head of Department/ Head	Referto Head teacher/ Principal	Referto Police	Referto Technical support staff	Inform parents/ carers	Removal of network/ internet access	Warning	Further sanctions e.g. detention/ exclusion
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Deliberately accessing or trying to access material that could be considered illegal (see list in earlier section on unsuitable / inappropriate activities).		X	X	X					
Unauthorised use of non-educational sites during lessons		X	X						
Unauthorised use of mobile phone / digital camera / other mobile device									
Unauthorised use of social media / messaging apps / personal email		X	X					X	
Unauthorised downloading or uploading of files		X	X					X	
Allowing others to access school network by sharing username and passwords		X	X					X	
Attempting to access or accessing the school network, using another student's / pupil's account		X	X					X	
Attempting to access or accessing the school network, using the account of a member of staff	X	X	X			X	X		
Corrupting or destroying the data of other users	X	X	X			X	X		
Sending an email, text or message that is regarded as offensive, harassment or of a bullying nature	X	X	X			X	X		
Continued infringements of the above, following previous warnings or sanctions	X	X	X			X	X		
Actions which could bring the school into disrepute or breach the integrity of the ethos of the school	X	X	X			X	X		
Using proxy sites or other means to subvert the Federation filtering system	X	X	X			X	X		
Accidentally accessing offensive or pornographic material and failing to report the incident	X	X	X					X	
Deliberately accessing or trying to access offensive or pornographic material	X	X	X			X	X		
Receipt or transmission of material that infringes the copyright of another person or infringes the Data Protection Act	X	X	X			X	X	X	

Staff Actions / Sanctions

Incidents:	Referto line manager	Referto Headteacher/Principal	Referto Local Authority/HR	Referto Police	Referto Technical Support Staff for action/re-filtering etc	Warning	Suspension	Disciplinary action
Deliberately accessing or trying to access material that could be considered illegal (see list in earlier section on unsuitable / inappropriate activities).		X	X	X				
Inappropriate personal use of the internet / social media / personal email	X	X	X	X		X	X	X
Unauthorised downloading or uploading of files	X	X				X	X	X
Allowing others to access school network by sharing username and passwords or attempting to access or accessing the school network, using another person's account	X	X				X		
Careless use of personal data e.g. holding or transferring data in an insecure manner	X	X				X	X	X
Deliberate actions to breach data protection or network security rules	X	X			X	X	X	X
Corrupting or destroying the data of other users or causing deliberate damage to hardware or software	X	X			X	X	X	X
Sending an email, text or message that is regarded as offensive, harassment or of a bullying nature	X	X			X	X	X	X
Using personal email / social networking / instant messaging / text messaging to carrying out digital communications with students / pupils	X	X	X		X	X	X	X
Actions which could compromise the staff member's professional standing	X	X	X			X	X	X
Actions which could bring the Federation into disrepute or breach the integrity of the ethos of the Federation	X	X	X			X	X	X
Using proxy sites or other means to subvert the Federation filtering system	X	X	X			X	X	X
Accidentally accessing offensive or pornographic material and failing to report the incident	X	X			X	X	X	X

Deliberately accessing or trying to access offensive or pornographic material	X	X	X	X	X	X	X	X
Breaching copyright or licensing regulations	X	X				X	X	X
Continued infringements of the above, following previous warnings or sanctions	X	X	X	X	X	X	X	X