

## E-Safety Policy

Written by: Ms Howard

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Review date: September 2021



### Introduction

National guidance suggests that it is essential for schools to take a leading role in e-safety.

The Byron Review "Safer Children in a Digital World" stressed the role of schools:

*"One of the strongest messages I have received during my Review was about the role that schools and other services for children and families have to play in equipping children and their parents to stay safe online. To empower children and raise the skills of parents, I make recommendations to Government in the following areas: delivering e-safety through the curriculum, providing teachers and the wider children's workforce with the skills and knowledge they need and taking steps to ensure that Ofsted holds the system to account on the quality of delivery in this area."*

The development and expansion of the use of IT, and particularly of the internet, has transformed learning in schools in recent years. Children and young people will need to develop high level IT skills, not only to maximise their potential use as a learning tool, but also to prepare themselves as lifelong learners and for future employment. There is a large body of evidence that recognises the benefits that IT can bring to teaching and learning. Schools have made a significant investment both financially and physically to ensure these technologies are available to all learners. The benefits are perceived to "outweigh the risks." However, schools must, through their e-safety policy, ensure that they meet their statutory obligations to ensure that children and young people are safe and are protected from potential harm, both within and outside school. The policy will also form part of the school's protection from legal challenge, relating to the use of IT.

### Background / Rationale

New technologies have become integral to the lives of children and young people in today's society, both within schools and in their lives outside school.

The internet and other digital and information technologies are powerful tools, which open up new opportunities for everyone. Electronic communication helps teachers and pupils learn from each other. These technologies can stimulate discussion, promote creativity and increase awareness of context to promote effective learning. Children and young people should have an entitlement to safe internet access at all times. However, the use of these new technologies can put young people at risk within and outside the school.

Some of the dangers they may face include:

- access to illegal, harmful or inappropriate images or other content
- unauthorised access to / loss of / sharing of personal information
- the risk of being subject to grooming by those with whom they make contact on the internet.
- the sharing / distribution of personal images without an individual's consent or knowledge
- inappropriate communication / contact with others, including strangers
- cyber-bullying
- access to unsuitable video / internet games
- an inability to evaluate the quality, accuracy and relevance of information on the internet
- plagiarism and copyright infringement
- illegal downloading of music or video files
- the potential for excessive use which may impact on the social and emotional development and learning of the young person.
- Exposure to the risk of Radicalisation leading to activities associated with extremism and terrorism

Many of these risks reflect situations in the off-line world and it is essential that this e-safety policy is used in conjunction with other school policies (e.g. behaviour, anti-bullying and safeguarding policies).

As with all other risks, it is impossible to eliminate those risks completely. It is therefore essential, through good educational provision to build pupils' resilience to the risks to which they may be exposed, so that they have the confidence and skills to face and deal with these risks.

#### Schedule for Review

This e-safety policy was approved by the <i>Governing Body</i> on:	September 2018
The implementation of this e-safety policy will be monitored by the:	<i>Curriculum Quality and Values Committee</i>
Monitoring will take place at regular intervals:	<i>Once a year (May)</i>
The <i>Governing Body</i> will receive a report on the implementation of the e-safety policy generated by the monitoring group (which will include anonymous details of e-safety incidents) at regular intervals:	<i>Once a year (May)</i>
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. The next anticipated review date will be:	<i>September 2019</i>
Should serious e-safety incidents take place, the following external persons / agencies should be informed:	<i>Headteacher, Designated Safeguarding Lead(DSL), Deputy DSL, Safeguarding Governor, LA Safeguarding Officer, LA ICT Manager, Police</i>

The school will monitor the impact of the policy using:

- Logs of reported incidents
- EXAA monitoring logs of internet activity (including sites visited)
- Internal monitoring data for network activity
- Surveys / questionnaires of students / pupils (e.g. Ofsted "Tell-us" survey / CEOP ThinkUknow survey)
- Information from parents /carers/staff

#### 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 school. The Education and Inspections Act 2006 empowers head teachers, 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 cyber-bullying, or other e-safety incidents covered by this policy, which may take place out of school, but is linked to membership of the school. The 2011 Education Act increased these powers with regard to the searing for and of electronic devices and the deletion of data. 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 roles and responsibilities for e-safety 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 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. The role of the E-Safety Governor will include:

- regular meetings with the E-Safety Co-ordinator
- regular monitoring of e-safety incident logs
- regular monitoring of filtering / change control logs
- reporting to relevant Governors Meetings

### Head teacher

The head teacher is responsible for ensuring the safety (including e-safety) of members of the school community.

- The head teacher is currently the E-Safety Coordinator and must ensure other relevant staff receive suitable CPD to enable them to carry out their e-safety roles and to train other colleagues, as relevant
- The head teacher will ensure that there is a system in place to allow for monitoring. This is to provide a safety net and also support to those colleagues who take on important monitoring roles.
- The head teacher 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.
- The head teacher has undertaken 'Prevent' training and is aware of her role re: 'Prevent Duty'.

### E-safety Coordinator

- Leads the e-safety committee which is part of the Curriculum Quality and Values committee;
- takes day to day responsibility for e-safety issues and has a leading role in establishing and reviewing the school e-safety policies / documents;
- ensures that all staff are aware of the procedures that need to be followed in the event of an e-safety incident taking place;
- provides training and advice for staff;
- liaises with the Local Authority;
- liaises with school IT technical staff at Focus networks;
- receives reports of e-safety incidents and creates a log of incidents to inform future e-safety developments;
- meets regularly with E-Safety Governor to discuss current issues, review incident logs and filtering / change control logs;
- attends relevant meeting / committee of Governors;
- reports regularly to Senior Leadership Team.

### IT Network staff: - i.e. Focus networks:

IT Network staff are responsible for ensuring:

- that the school's ICT infrastructure is secure and is not open to misuse or malicious attack.
- that the school meets the e-safety technical requirements outlined in the relevant Local Authority E-Safety Policy and guidance.
- that users may only access the school's networks through a properly enforced password protection policy, in which passwords are regularly changed.
- that he / she keeps 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 / email* is regularly monitored in order that any misuse / attempted misuse can be reported to the head teacher for investigation.
- that monitoring software / systems are implemented and updated as agreed in school 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 school e-safety policy and practices;
- have undertaken 'Prevent' training and are aware of their responsibilities around 'Prevent Duty';
- they have read, understood and signed the school Staff Acceptable Use Policy / Agreement (AUP);
- they report any suspected misuse or problem to the head teacher for investigation / action / sanction
- digital communications with pupils should be on a professional level and only carried out using official school systems;
- e-safety issues are embedded in all aspects of the curriculum and other school activities;
- pupils understand and follow the school e-safety and acceptable use policy;
- pupils have a good understanding of research skills and the need to avoid plagiarism and uphold copyright regulations;
- they monitor ICT activity in lessons, extra- curricular and extended school activities;
- they are aware of e-safety issues related to the use of mobile phones, cameras and hand held devices and that they monitor their use and implement current school policies with regard to these devices;
- in lessons where internet use is pre-planned 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.

**Designated safeguarding lead (the head teacher)**

should be trained in e-safety issues and be aware of the potential for serious child protection 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;
- Prevent duty.

**Members of the E-safety committee** will assist the head teacher with:

- the production / review / monitoring of the school e-safety policy / documents.

**Pupils:**

- are responsible for using the school ICT systems in accordance with the Pupil Acceptable Use Policy, which they will be expected to sign before being given access to school systems.
- 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 school policies on the use of mobile phones, digital cameras and hand held devices. They should also know and understand school 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 school's E-Safety Policy covers their actions out of school, if related to their membership of the school.

**Parents/carers**

Parents / Carers play a crucial role in ensuring that their children understand the need to use the internet / mobile devices in an appropriate way. Research shows that many parents and carers do not fully understand the issues and are less experienced in the use of IT than their children. The school will therefore take every opportunity to help

parents understand these issues through parents' evenings, newsletters, letters, website and information about national / local e-safety campaigns / literature.

Parents and carers will be responsible for:

- endorsing (by signature) the Home School Agreement that includes awareness of the Pupil Acceptable Use Policy.

## **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 school's e-safety provision. Children and young people need the help and support of the school 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 programme will be provided as part of ICT / PHSE / other lessons and will be regularly revisited – this will cover both the use of ICT and new technologies in school and outside school.
- key e-safety messages should be reinforced as part of a planned programme of assemblies.
- pupils will 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 helped to understand the need for the pupil AUP and encouraged to adopt safe and responsible use of ICT, the internet and mobile devices both within and outside school.
- rules for use of ICT systems / internet will be posted in all rooms and displayed on log-on screens.
- staff should act as good role models in their use of ICT, the internet and mobile devices.

### **Curriculum**

E-safety should be a focus in all areas of the curriculum and staff should reinforce e-safety messages in the use of ICT across the curriculum.

- 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, e.g. using search engines, staff should be vigilant in monitoring the content of the websites the young people visit.
- 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.

### **Education – Parents**

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 on-line experiences.

Parents often either underestimate or do not realise how often children and young people come across potentially harmful and inappropriate material on the internet and are often unsure about what they would do about it. "There is a generational digital divide". (Byron Report).

The school will therefore seek to provide information and awareness to parents and carers through:

- Letters, newsletters, website,
- Parents' evenings
- Reference to appropriate resources for parents.

**Education & Training – Staff**

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 formal e-safety training will be made available to staff. 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 school e-safety policy and Acceptable Use Policies.
- The E-Safety Coordinator will receive regular updates through attendance at SWGfL /DGAT/ Local Authority / other information / training sessions and by reviewing guidance documents released by SWGfL /DGAT/ Local Authority and others.
- This E-Safety policy and its updates will be presented to and discussed by staff in staff meetings / INSET days.
- The E-Safety Coordinator provide advice / guidance / training as required to individuals as required.
- Staff will undertake 'Prevent' training.

**Training – Governors**

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

- Attendance at training provided by the DGAT, Local Authority, National Governors Association or other relevant organisation.
- Participation in school training / information sessions for staff or parents.
- Undertake 'Prevent' training.

**Technical – infrastructure / equipment, filtering and monitoring**

The school will be responsible for ensuring that the school / 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.

- There will be regular reviews and audits of the safety and security of school IT systems.
- Servers, wireless systems and cabling must be securely located and physical access restricted.
- All users will have clearly defined access rights to school IT systems.
- All users will be provided with a username and password by the IT Technician who will keep an up to date record of users and their usernames.
- Master passwords for the school IT system, used by the head teacher and IT Technician must and kept in a secure place (e.g. lockable filing cabinet/school safe).

**The Head teacher 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.

- Users will be made responsible for the security of their username and password, must not allow other users to access the systems using their log on details and must immediately report any suspicion or evidence that there has been a breach of security.  
Internet access is filtered for all users. Illegal content is filtered by the filtering provider, there is a clear process in place to deal with requests for filtering changes.
- In the event of the IT Technician needing to switch off the filtering for any reason, or for any user, this must be logged and carried out by a process that is agreed by the head teacher.
- Requests from staff for sites to be removed from the filtered list will be considered by the IT subject leader and the head teacher. If the request is agreed, this action will be recorded and logs of such actions shall be reviewed regularly by the E-Safety Committee.
- School IT technical staff regularly monitor and record the activity of users on the school IT systems and users are made aware of this in the Acceptable Use Policy.
- An appropriate system is in place for users to report any actual / potential e-safety incident to the head teacher.

- Appropriate security measures are in place to protect the servers, firewalls, routers, wireless systems, work stations, hand held devices etc. from accidental or malicious attempts which might threaten the security of the school systems and data.
- An agreed policy is in place regarding the extent of personal use that users (staff / students / pupils / community users) and their family members are allowed on laptops and other portable devices that may be used out of school.
- An agreed policy is in place regarding the use of removable media (e.g. memory sticks / CDs / DVDs) by users on school workstations / portable devices.
- The school infrastructure and individual workstations are protected by up to date virus software.
- Personal data cannot be sent over the internet or taken off the school site unless safely encrypted or otherwise secured.

### **Use of digital and video images - Photographic, Video**

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 and pupils need to be aware of the risks associated with sharing images and with posting digital images on the internet. Those images may remain available on the internet forever and may cause harm or embarrassment to individuals in the short or longer term. There are many reported incidents of employers carrying out internet searches for information about potential and existing employees. The school 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 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.
- Staff are allowed to take digital / video images to support educational aims, but must follow school policies concerning the sharing, distribution and publication of those images. Those images should only be taken on school equipment; the personal equipment of staff should not be used for such purposes.
- 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 school 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 website (may be covered as part of the AUP signed by parents or carers at the start of the year.
- Pupil's work can only be published with the permission of the pupil and parents or carers.

### **Data Protection**

See Data Protection Policy 2018

### Communications

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

Communication Technologies	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
Mobile phones may be brought to school		✓						✓
Use of mobile phones in lessons				✓				✓
Use of mobile phones in social time	✓							✓
Taking photos on mobile phones or other camera devices		✓						✓
Use of hand held devices eg PDAs, PSPs		✓						✓
Use of personal email addresses in school, or on school network				✓				✓
Use of school email for personal emails				✓				✓
Use of chat rooms / facilities				✓				✓
Use of instant messaging			✓					✓
Use of social networking sites				✓				✓
Use of blogs	✓						✓	

The school may also wish to add some policy statements about the use of communications technologies, in place of, or in addition to the above table:

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

- The official school email service may be regarded as safe and secure and is monitored. Staff and pupils should therefore use only the school email service to communicate with others when in school, or on school systems (e.g. by remote access).
- Users need to be aware that email communications may be monitored
- Users must immediately report, to the nominated person – in accordance with the school policy, the receipt of any email that makes them feel uncomfortable, is offensive, threatening or bullying in nature and must not respond to any such email.
- Any digital communication between staff and pupils or parents / carers (email, messaging etc.) must be professional in tone and content. These communications may only take place on official (monitored) school



systems. Personal email addresses, text messaging or public chat / social networking programmes must not be used for these communications.

- Whole class or group email addresses will be used.
- Students / pupils should be taught about email safety issues, such as the risks attached to the use of personal details. They should also be taught strategies to deal with inappropriate emails and be reminded of the need to write emails clearly and correctly and not include any unsuitable or abusive material.
- Personal information should not be posted on the school website and only official email addresses should be used to identify members of staff.

### Social Media – Protecting Professional Identity

School staff should ensure that:

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

The school's use of social media for professional purposes will be checked regularly by the e-safety committee to ensure compliance with the Social Media, Photography at School Events and Data Protection policies

### Unsuitable / inappropriate activities

Some internet activity e.g. accessing child abuse images or distributing racist material is illegal and would obviously be banned from school and all other ICT systems. Other activities e.g. Cyber-bullying would be banned and could lead to criminal prosecution. There are however a range of activities which may, generally, be legal but would be inappropriate in a school context, either because of the age of the users or the nature of those activities.

The school 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 school equipment or systems. The school policy restricts certain internet 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, communicate or pass on, material, remarks, proposals or comments that contain or relate to:	child sexual abuse images					✓
	promotion or conduct of illegal acts, e.g. under the child protection, obscenity, computer misuse and fraud legislation					✓
	adult material that potentially breaches the Obscene Publications Act in the UK					✓
	criminally racist material in UK					✓

	pornography				✓	
	promotion of any kind of discrimination				✓	
	promotion of racial or religious hatred				✓	
	threatening behaviour, including promotion of physical violence or mental harm					✓
	any other information which may be offensive to colleagues or breaches the integrity of the ethos of the school or brings the school into disrepute				✓	
Using school systems to run a private business					✓	
Use systems, applications, websites or other mechanisms that bypass the filtering or other safeguards employed by Focus and / or the school					✓	
Uploading, downloading or transmitting commercial software or any copyrighted materials belonging to third parties, without the necessary licensing permissions						✓
Revealing or publicising confidential or proprietary information (e.g. financial / personal information, databases, computer / network access codes and passwords)					✓	
Creating or propagating computer viruses or other harmful files					✓	
Carrying out sustained or instantaneous high volume network traffic (downloading / uploading files) that causes network congestion and hinders others in their use of the internet					✓	
On-line gaming (educational)			✓			
On-line gaming (non- educational)					✓	
On-line gambling					✓	
On-line shopping / commerce				✓		
File sharing					✓	
Use of social networking sites					✓	
Use of video broadcasting e.g. Youtube			✓			

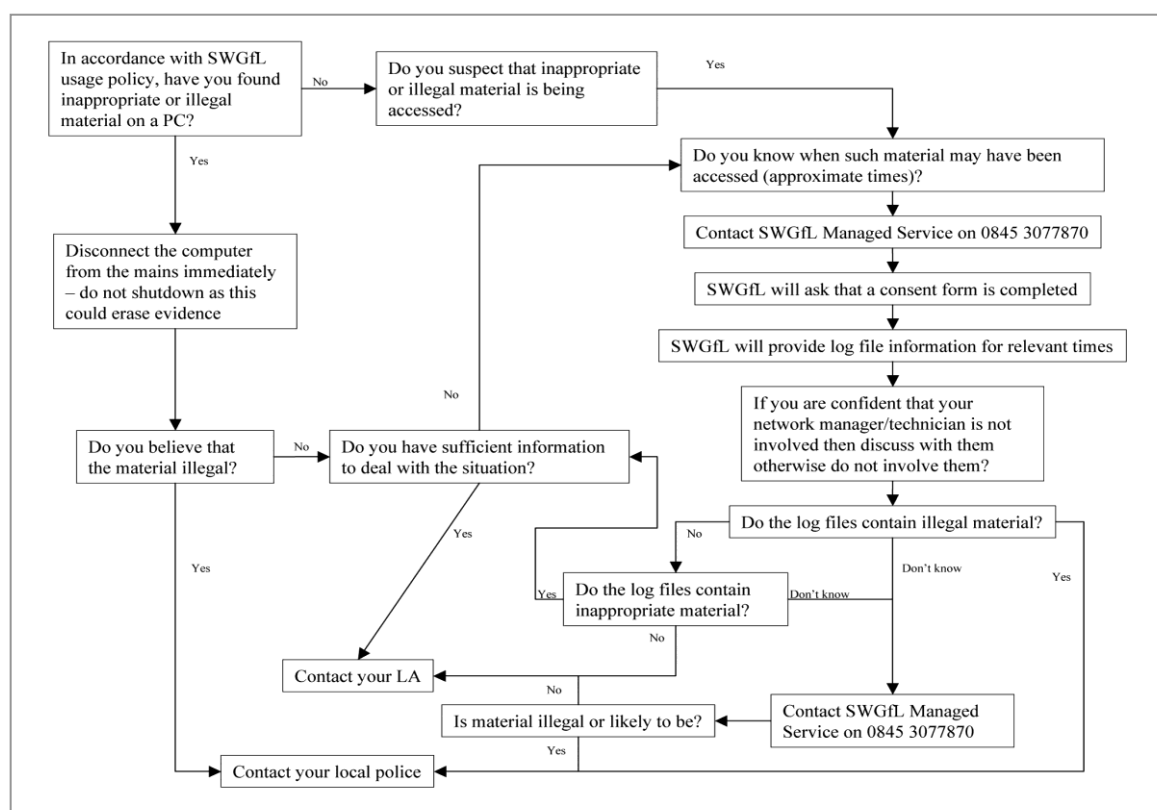
### Responding to incidents of misuse

It is hoped that all members of the school community will be responsible users of ICT, who understand and follow this policy. However, there may be times when infringements of the policy could take place, through careless or irresponsible or, very rarely, through deliberate misuse. Listed below are the responses that will be made to any apparent or actual incidents of misuse:

If any apparent or actual misuse appears to involve illegal activity i.e.

- child sexual abuse images
- adult material which potentially breaches the Obscene Publications Act
- criminally racist material
- other criminal conduct, activity or materials

the SWGfL flow chart – below and <http://www.swgfl.org.uk/safety/default.asp> should be consulted and actions followed in line with the flow chart, in particular the sections on reporting the incident to the police and the preservation of evidence.



If members of staff suspect that misuse might have taken place, but that the misuse is not illegal (as above) it is essential that correct procedures are used to investigate, preserve evidence and protect those carrying out the investigation. In such event the SWGfL “Procedure for Reviewing Internet Sites for Suspected Harassment and Distress” should be followed. This can be found on the SWGfL Safe website within the “Safety and Security booklet”. This guidance recommends that more than one member of staff is involved in the investigation which should be carried out on a “clean” designated computer.

It is more likely that the school 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 school 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:

*Students / Pupils*

Incidents:  <b>If any of the below occur, parents will be informed immediately.</b>	Refer to class teacher / tutor	Refer to head teacher	Refer to Police	Refer to technical support staff for action re filtering / security etc.	Removal of network / internet access rights	Warning	Further sanction e.g. detention / exclusion
Deliberately accessing or trying to access material that could be considered illegal (see list in earlier section on unsuitable / inappropriate activities).		✓	✓				
Unauthorised use of non-educational sites during lessons		✓					
Unauthorised use of mobile phone / digital camera / other handheld device		✓					
Unauthorised use of social networking / instant messaging / personal email		✓					
Unauthorised downloading or uploading of files		✓					
Allowing others to access school network by sharing username and passwords		✓					
Attempting to access or accessing the school network, using another student's / pupil's account		✓					
Attempting to access or accessing the school network, using the account of a member of staff		✓					
Corrupting or destroying the data of other users		✓					
Sending an email, text or instant message that is regarded as offensive, harassment or of a bullying nature		✓					

Continued infringements of the above, following previous warnings or sanctions		✓			✓		
Actions which could bring the school into disrepute or breach the integrity of the ethos of the school		✓					
Using proxy sites or other means to subvert the school's filtering system		✓					
Accidentally accessing offensive or pornographic material and failing to report the incident		✓					
Deliberately accessing or trying to access offensive or pornographic material		✓			✓		
Receipt or transmission of material that infringes the copyright of another person or infringes the Data Protection Act		✓			✓		

## Staff

## Actions / Sanctions

Incidents:  <b>If any of the below occur, parents will be informed immediately.</b>	Refer to line manager	Refer to head teacher	Refer to Local Authority / HR	Refer to Police	Refer to 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).		✓	✓	✓				
Excessive or inappropriate personal use of the internet / social networking sites / instant messaging / personal email		✓				✓		✓
Unauthorised downloading or uploading of files		✓				✓		✓
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								
Careless use of personal data e.g. holding or transferring data in an insecure manner		✓				✓		✓
Deliberate actions to breach data protection or network security rules		✓				✓		✓
Corrupting or destroying the data of other users or causing deliberate damage to hardware or software		✓	✓			✓		✓
Sending an email, text or instant message that is regarded as offensive, harassment or of a bullying nature		✓	✓			✓		✓
Using personal email / social networking / instant messaging / text messaging to carrying out digital communications with students / pupils		✓	✓			✓		✓
Actions which could compromise the staff member's professional standing		✓	✓			✓	✓	✓
Actions which could bring the school into disrepute or breach the integrity of the ethos of the school		✓	✓			✓	✓	✓
Using proxy sites or other means to subvert the school's filtering system		✓	✓			✓		✓
Accidentally accessing offensive or pornographic material and failing to report the incident		✓				✓		
Deliberately accessing or trying to access offensive or pornographic material		✓	✓	✓		✓	✓	✓
Breaching copyright or licensing regulations		✓				✓		
Continued infringements of the above, following previous warnings or sanctions		✓				✓	✓	✓

Related policies: This policy is to be read in conjunction with the school's Computing Policy, Teaching and Learning Policy, PSHE Policy, Health and Safety Policy as well as the National Curriculum 2014, School's Equality Policy, Special Educational Needs Policy and all relevant LA and DCSF Guidelines.

Date of Policy: September 2015

Reviewed and updated: September 2018