



# **TEAM Multi-Academy Trust**

## **E-Safety Policy**

This Policy was adopted by the Board of Trustees of  
TEAM Multi-Academy Trust  
on

Date 10<sup>th</sup> July 2018

Signed (on behalf of the Board of Trustees)

Signed (Trust Chief Executive Officer)

Rhian Nicholas

Review Date

Summer 2020

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## 1. Aims

Our Trust aims to:

- Have robust processes in place to ensure the online safety of pupils, staff, Trustees, Governors and volunteers
- Deliver an effective approach to online safety, which empowers us to protect and educate the whole school community in its use of technology
- Establish clear mechanisms to identify, intervene and escalate an incident, where appropriate

## 2. Legislation and guidance

This policy is based on the Department for Education’s statutory safeguarding guidance, [Keeping Children Safe in Education](#), and its advice for schools on [preventing and tackling bullying](#) and [searching, screening and confiscation](#). It also refers to the Department’s guidance on [protecting children from radicalisation](#).

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

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

### **3. Roles and responsibilities**

#### **3.1 The board of Trustees**

The board of Trustees has overall responsibility for monitoring this policy and holding the CEO to account for its implementation.

The board of Trustees will co-ordinate regular meetings with appropriate staff to discuss online safety, and monitor online safety logs as provided by the designated safeguarding lead (DSL).

All trustees will:

- Ensure that they have read and understand this policy
- Agree and adhere to the terms on acceptable use of the Trust's ICT systems and the internet (appendix 2)

#### **3.2 The Chief Executive officer (CEO)**

The CEO is responsible for ensuring that staff understand this policy, and that it is being implemented consistently throughout the Trust.

#### **3.3 The designated safeguarding lead**

Details of the school's designated safeguarding lead (DSL) and deputies are set out in our child protection and safeguarding policy.

The DSL takes lead responsibility for online safety across the Trust, in particular:

- Supporting the Heads of School in ensuring that staff understand this policy and that it is being implemented consistently throughout the Trust
- Working with the Heads of School, ICT manager and other staff, as necessary, to address any online safety issues or incidents
- Ensuring that any online safety incidents are logged (see appendix 4) 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 Trust's 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 across the Trust to the board of Trustees.

This list is not intended to be exhaustive.

#### **3.4 The ICT Manager**

The ICT Manager is responsible for:

- Putting in place appropriate filtering and monitoring systems, which are updated on a regular basis and keep pupils safe from potentially harmful and inappropriate content and contact online while at school, including terrorist and extremist material
- Ensuring that the Trust's ICT systems are secure and protected against viruses and malware, and that such safety mechanisms are updated regularly
- Conducting a full security check and monitoring the Trust's ICT systems on a monthly basis
- Blocking access to potentially dangerous sites and, where possible, preventing the downloading of potentially dangerous files
- Ensuring that any online safety incidents are logged (see appendix 4) and dealt with appropriately in line with this policy
- Ensuring that any incidents of cyber-bullying are dealt with appropriately in line with the Trust's Behaviour policy

This list is not intended to be exhaustive.

### 3.5 All staff, Trustees, Governors and volunteers

All staff, including contractors and agency staff, Trustees, governors 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 Trust's ICT systems and the internet (appendix 2), and ensuring that pupils follow the Trust's terms on acceptable use (appendix 1)
- Working with the DSL to ensure that any online safety incidents are logged (see appendix 4) and dealt with appropriately in line with this policy
- Ensuring that any incidents of cyber-bullying are dealt with appropriately in line with the Trust's Behaviour policy

This list is not intended to be exhaustive.

### 3.6 Parents

Parents are expected to:

- Notify a member of staff or the Head of School of any concerns or queries regarding this policy
- Ensure their child has read, understood and agreed to the terms on acceptable use of the Trust's ICT systems and internet (appendix 1)

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

- What are the issues?, UK Safer Internet Centre: <https://www.saferinternet.org.uk/advice-centre/parents-and-carers/what-are-issues>
- Hot topics, Childnet International: <http://www.childnet.com/parents-and-carers/hot-topics>
- Parent factsheet, Childnet International: <http://www.childnet.com/ufiles/parents-factsheet-09-17.pdf>

### 3.7 Visitors and members of the community

Visitors and members of the community who use the Trust'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 pupils about online safety

Pupils will be taught about online safety as part of the curriculum.

In **Key Stage 1**, pupils will be taught to:

- Use technology safely and respectfully, keeping personal information private
- Identify where to go for help and support when they have concerns about content or contact on the internet or other online technologies

Pupils in **Key Stage 2** will be taught to:

- Use technology safely, respectfully and responsibly
- Recognise acceptable and unacceptable behaviour
- Identify a range of ways to report concerns about content and contact

The safe use of social media and the internet will also be covered in other subjects where relevant.

The Trust will use assemblies to raise pupils' awareness of the dangers that can be encountered online and may also invite speakers to talk to pupils about this.

## 5. Educating parents about online safety

The Trust will raise parents' awareness of internet safety in letters or other communications home, and in information via our website. This policy will also be shared with parents.

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Online safety will also be covered during parents' evenings.

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

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

## 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 one person or group by another person or group, where the relationship involves an imbalance of power. (See also the Trust's Behaviour policy.)

### 6.2 Preventing and addressing cyber-bullying

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

The Trust will actively discuss cyber-bullying with pupils, explaining the reasons why it occurs, the forms it may take and what the consequences can be. 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 (PSHE) education, and other subjects where appropriate.

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

The Trust 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 Trust will follow the processes set out in the Trust's Behaviour policy. Where illegal, inappropriate or harmful material has been spread among pupils, the Trust will use all reasonable endeavours to ensure the incident is contained.

The DSL will consider whether the incident should be reported to the police if it involves illegal material, and will work with external services if it is deemed necessary to do so.

### 6.3 Examining electronic devices

Trust staff have the specific power under the Education and Inspections Act 2006 (which has been increased by the Education Act 2011) to search for and, if necessary, delete inappropriate images or files on pupils' electronic devices, including mobile phones, iPads and other tablet devices, where they believe there is a 'good reason' to do so.

When deciding whether there is a good reason to examine or erase data or files on an electronic device, staff must reasonably suspect that the data or file in question has been, or could be, used to:

- Cause harm, and/or
- Disrupt teaching, and/or
- Break any of the school rules

If inappropriate material is found on the device, it is up to the staff member in conjunction with the DSL or other member of the senior leadership team to decide whether they should:

- Delete that material, or
- Retain it as evidence (of a criminal offence or a breach of school discipline), and/or
- Report it to the police

Any searching of pupils will be carried out in line with the DfE's latest guidance on [screening, searching and confiscation](#).

Any complaints about searching for or deleting inappropriate images or files on pupils' electronic devices will be dealt with through the Trust's Complaints procedure.

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

All pupils, parents, staff, Trustees, volunteers and governors are expected to sign an agreement regarding the acceptable use of the Trust's ICT systems and the internet (appendices 1 and 2). Visitors will be expected to read and agree to the Trust's terms on acceptable use if relevant.

Use of the Trust'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 pupils, staff, trustees, 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 and 2.

## **8. Pupils using mobile devices in school**

Pupils are not allowed to bring mobile devices into school.

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

Staff members using a work device outside school must not install any unauthorised software on the device and must not use the device in any way which would violate the Trust's terms of acceptable use, as set out in appendix 2.

Staff must ensure that their work device is secure and password-protected, and that they do not share their password with others. They must take all reasonable steps to ensure the security of their work device when using it outside school. Any USB devices containing data relating to the Trust must be encrypted.

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

Work devices must be used solely for work activities.

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

Where a pupil misuses the Trust's ICT systems or internet, we will follow the procedures set out in the Behaviour policy. The 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 Trust's ICT 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. The action taken will depend on the individual circumstances, nature and seriousness of the specific incident.

The Trust 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.

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).

The DSL and deputies 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 on the subject of online safety at regular intervals, and at least annually.

Trustees 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. An incident report log can be found in appendix 4.

This policy will be reviewed bi-annually by the Compliance Manager and CEO. At every review, the policy will be shared with the board of Trustees.

## 13. Asset disposal

Details of all Trust-owned hardware will be recorded in a hardware inventory.

Details of all Trust-owned software will be recorded in a software inventory.

All redundant equipment will be disposed of through an authorised agency. This will include a written receipt for the item including an acceptance of responsibility for the destruction of any personal data.

All redundant equipment that may have held personal data will have the storage media forensically wiped. Alternatively, if the storage media has failed, it will be physically destroyed. Our Trust will only use authorised companies who will supply a written guarantee that this will happen.

Disposal of any equipment will conform to [The Waste Electrical and Electronic Equipment Regulations 2006](#) and/or [The Waste Electrical and Electronic Equipment \(Amendment\) Regulations 2007](#). [Further information](#) can be found on the Environment Agency website.

## 14. Links with other policies

This online safety policy is linked to our:

- Child protection and safeguarding policy
- Behaviour policy
- Staff disciplinary procedures
- Data protection policy and privacy notices
- Complaints procedure

## Appendix 1: acceptable use agreement (pupils and parents/carers)

Acceptable use of the school's ICT systems and internet: agreement for pupils and parents/carers	
<b>Name of pupil:</b>	
<p><b>When using the school's ICT systems and accessing the internet in school, I will not:</b></p> <ul style="list-style-type: none"> <li>• Use them for a non-educational purpose</li> <li>• Use them without a teacher being present, or without a teacher's permission</li> <li>• Access any inappropriate websites</li> <li>• Access social networking sites (unless my teacher has expressly allowed this as part of a learning activity)</li> <li>• Use chat rooms</li> <li>• Open any attachments in emails, or follow any links in emails, without first checking with a teacher</li> <li>• Use any inappropriate language when communicating online, including in emails</li> <li>• Share my password with others or log in to the school's network using someone else's details</li> <li>• Give my personal information (including my name, address or telephone number) to anyone without the permission of my teacher or parent/carer</li> <li>• Arrange to meet anyone offline without first consulting my parent/carer, or without adult supervision</li> </ul> <p>If I bring a personal mobile phone or other personal electronic device into school:</p> <ul style="list-style-type: none"> <li>• I will not use it during lessons, tutor group time, clubs or other activities organised by the school, without a teacher's permission</li> <li>• I will use it responsibly, and will not access any inappropriate websites or other inappropriate material or use inappropriate language when communicating online</li> </ul> <p>I agree that the school will monitor the websites I visit.</p> <p>I will immediately let a teacher or other member of staff know if I find any material which might upset, distress or harm me or others.</p> <p>I will always use the school's ICT systems and internet responsibly.</p>	
<b>Signed (pupil):</b>	<b>Date:</b>
<p><b>Parent/carer agreement:</b> I agree that my child can use the school's ICT systems and internet when appropriately supervised by a member of school staff. I agree to the conditions set out above for pupils using the school's ICT systems and internet, and for using personal electronic devices in school, and will make sure my child understands these.</p>	
<b>Signed (parent/carer):</b>	<b>Date:</b>



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

### Acceptable use of the trust's ICT systems and the internet: agreement for staff, governors, volunteers and visitors

Name of staff member/trustee/governor/volunteer/visitor:

When using the trust's ICT systems and accessing the internet in school, or outside school on a work device, I will not:

- Access, or attempt to access inappropriate material, including but not limited to material of a violent, criminal or pornographic nature
- Use them in any way which could harm the school's reputation
- Access social networking sites or chat rooms
- Use any improper language when communicating online, including in emails or other messaging services
- Install any unauthorised software
- Share my password with others or log in to the school's network using someone else's details

I will only use the trust's ICT systems and access the internet in school, or outside school on a work device, for educational purposes or for the purpose of fulfilling the duties of my role.

I agree that the school will monitor the websites I visit.

I will take all reasonable steps to ensure that work devices are secure and password-protected when using them outside school, and keep all data securely stored in accordance with this policy and the school's data protection policy.

I will let the designated safeguarding lead (DSL) and ICT manager know if a pupil informs me they have found any material which might upset, distress or harm them or others, and will also do so if I encounter any such material.

I will always use the Trust's ICT systems and internet responsibly, and ensure that pupils in my care do so too.

Signed (staff member/trustee/governor/volunteer/visitor):

Date:

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

Online safety training needs audit	
<b>Name of staff member/volunteer:</b>	<b>Date:</b>
Do you know the name of the person who has lead responsibility for online safety in school?	
Do you know what you must do if a pupil approaches you with a concern or issue?	
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 pupils 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 cyber-bullying?	
Are there any areas of online safety in which you would like training/further training? Please record them here.	

## Appendix 4: online safety incident report log

<b>Online safety incident report log</b>				
<b>Date</b>	<b>Where the incident took place</b>	<b>Description of the incident</b>	<b>Action taken</b>	<b>Name and signature of staff member recording the incident</b>