

E-Safety Policy



St John's School
LEATHERHEAD

Date of Issue:	1 October 2018
Last updated:	1 October 2019
Responsible Persons:	Deputy Head and DSL
References:	Safeguarding and Protecting Children Policy and Procedures (7a8a) Staff Code of Conduct (7e) Staff Acceptable Use Policy (I8) Pupil handbook and Acceptable Use Policy Anti-bullying Policy (10a) Behaviour, Rewards, Sanctions and Discipline (9a) Keeping Children Safe in Education, September 2018 Sexting in Schools and Colleges: Responding to incidents and safeguarding young people (UKCCIS)
Policy number:	7G

1. Introduction

This E-Safety Policy takes account of legislative guidance and sets out the School's approach to online safety. Our aim is to protect and educate the whole School community in their use of technology and have effective mechanisms to identify, intervene and escalate any incident where appropriate.

The School's Governing Council will do 'all that they reasonably can' to limit children's exposure to harmful and inappropriate online material, with appropriate filters and monitoring systems in place, to safeguard staff and pupils.

This policy applies to all members of the School community (including staff, pupils, governors, 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 School will deal with e-safety incidents in accordance with the procedures outlined in both this policy and in associated school policies, such as *Safeguarding and Protecting Children Policy and Procedure*, *Anti-Bullying* and *Behaviour, Rewards, Sanctions and Discipline*. It will, where known, inform parents of incidents of inappropriate e-safety behaviour that take place out of school.

The School will monitor the impact of this policy using:

- Logs of reported incidents
- Logs of internet activity (including sites visited)
- Internal data for network activity
- Surveys / questionnaires of pupils, parents / carers and staff

2. Development, Monitoring and Review of this Policy

This E-Safety Policy has been developed by the IT Strategic Management Group (ITSMG) and sanctioned by the Senior Management Team. Consultation with the whole school community has taken place through a range of formal and informal meetings.

The implementation of this E-Safety policy will be monitored by the:	Deputy Head, DSL, Director of E Learning and the ITSMG
Monitoring will take place at regular intervals:	At least termly; standing agenda on the ITSMG meetings
The Governing Council will receive a report on the implementation of the E-Safety Policy as part of the annual review of safeguarding.	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 online safety or incidents that have taken place. The next anticipated review date will be:	31 July 2019
Should serious online safety incidents take place, the following persons / agencies should be informed:	Head, Deputy Head, Designated Safeguarding Lead and Nominated Safeguarding Governors. They will determine the course of action to be taken. If the issue involves safeguarding concerns, then the School's Safeguarding policy will be followed in order to determine whether to inform external persons/agencies

3. Roles and Responsibilities

3.1 The Governing Council

The Governing Council has overall legal responsibility to safeguard and promote the welfare of children and provide them with a safe environment in which to learn. The Governors will ensure that, as part of the requirement for staff to undergo regularly updated safeguarding training¹ and the requirement to ensure children are taught about safeguarding, including online safety², that online safety training for staff is integrated, aligned and considered as part of the overarching safeguarding approach.

The Nominated Governors for Child Protection (Peter Thorne and Ruth Marshall) have taken on the role of E-Safety Governors. The role of the E-Safety Governor will include:

- Regular meetings with the Designated Safeguarding Lead and Director of E Learning
- Attendance of Child Protection and Safeguarding Group
- Regular monitoring of e-safety incidents in CPOMs
- Regular monitoring of filtering / change control logs
- Reporting to Governing Council as appropriate.

3.2 The Head and Senior Management Team

The Head 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 Designated Safeguarding Lead and the Director of E Learning.

The Head and (at least) another member of the Senior Leadership Team / 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.

The Senior Leadership Team / Senior Management Team will receive regular monitoring reports from the Director of E Learning.

3.3 The Designated Safeguarding Lead (DSL)

The DSL takes lead responsibility for all safeguarding and child protection matters at the School, including online safety, and supports all other staff in dealing with any child protection concerns that arise. The DSL is trained in online safety issues and aware of the potential for serious child protection / safeguarding issues to arise from:

¹ KCSIE 2018 paragraph 81

² KCSIE 2018 paragraph 85

- **content:** being exposed to illegal, inappropriate or harmful material; for example pornography, fake news, racist or radical and extremist views;
- **contact:** being subjected to harmful online interaction with other users; for example commercial advertising as well as adults posing as children or young adults; and
- **conduct:** personal online behaviour that increases the likelihood of, or causes, harm; for example making, sending and receiving explicit images, or online bullying.

When necessary the DSL will liaise with external agencies such as the Multi-Agency Safeguarding Hub (MASH), Early Help or Police.

3.4 Director of E Learning

- Leads the Information Technology Senior Management Group (ITSMG)
- 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
- Is responsible for e-safety education for pupils
- Liaises with school technical staff
- Monitoring network / internet / incident logs with the IT manager
- Receives reports of filtering incidents and passes these to the Director of Pastoral Care/DSL and Deputy Head
- Monitors e-safety incidents in CPOMs
- Meets regularly with E-Safety Governor to discuss current issues, review incident logs and filtering / change control logs
- Production, review and monitoring of the school filtering policy and requests for filtering changes in collaboration with the IT manager
- Reports regularly to Senior Management Team (in SMT meetings)

3.5 IT Manager

The IT Manager is responsible for ensuring that:

- The School's technical infrastructure is secure and is not open to misuse or malicious attack
- The School meets required e-safety technical requirements
- Users may only access the networks and devices through a properly enforced password protection policy, in which passwords are regularly changed
- The filtering is applied and updated on a regular basis
- 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
- The use of the network is regularly monitored in order that any misuse or attempted misuse can be reported to the Director of E Learning for investigation
- Monitoring software and systems are kept up to date.

3.6 Teaching and Support Staff

Teachers and support staff are responsible for ensuring that:

- They have an up to date awareness of e-safety matters and of this e-safety policy and practices
- They have read, understood and agreed to the IT Acceptable Use Policy
- They report any suspected misuse or problem to the Director of E-Learning for investigation
- All digital communications with other staff, pupils and parents are on a professional level
- They help pupils acquire a good understanding of research skills and the need to avoid plagiarism and uphold copyright regulations.
- Staff should act as good role models in their use of digital technologies, the internet and mobile devices.

3.7 ITSMG

Members of the ITSMG and the DSL will assist the Director of E Learning with:

- the production, review and monitoring of the school E-Safety Policy and documents.

- mapping and reviewing the e-safety curricular provision – ensuring relevance, breadth and progression.
- consulting stakeholders – including parents / carers and the pupils about the e-safety provision.

3.8 Pupils

Our pupils:

- Are involved in the development and review of this Policy through discussion in lessons and other forums, in an age appropriate way.
- Are responsible for using the School ICT systems in accordance with the Pupil Acceptable Use Policy, which is signed when a pupil first joins the School and agreed each year thereafter.
- Will be expected to know and understand policies on the use of IT/mobile devices and 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, where related to their membership of the School.

3.9 Parents

Parents play a crucial role in ensuring that their children understand the need to use the internet/mobile devices in an appropriate way. Parents will be invited to attend e-safety training and encouraged to support the School in promoting good e-safety practice and to follow guidelines on the appropriate use of:

- digital and video images taken at school events
- their children's personal devices in the School (where this is allowed)

3.10 Community Users, Visitors and Volunteers

Community Users, visitors and volunteers who access School systems will be expected to sign a Visitors' Acceptable Use Policy before being provided with access to school systems.

4. Policy Statement

4.1 Education - Pupils

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 is provided as part of Wellbeing, and is regularly revisited.
- Key e-safety messages are reinforced as part of a planned programme of assemblies and tutorial/pastoral activities. This includes the use of external speakers.
- Pupils are taught to be critically aware of the materials and content they access on-line and be guided to validate the accuracy of information.
- Pupils are helped to understand the need for the Pupil Acceptable Use Policy agreement and encouraged to adopt safe and responsible use both within and outside the School.
- Pupils are helped to understand the benefits associated with social media, online posting and messaging.
- It is accepted that from time to time, for good educational reasons, pupils may need to research topics that would normally result in internet searches being blocked. In such a situation, staff can request IT support to remove those sites from the filtered list for those pupils. Any requests to do so should be audited by the IT Manager, and clear reasons for the need must be established and recorded.

4.2 Education - Parents and Carers

Parents play an essential role in the education of their children and in the monitoring/regulation of their son or daughter's online behaviour. The School provides information and awareness to parents through seminars, newsletters and the provision of online resources.

4.3 Education - Staff and Volunteers

It is essential that all staff who are granted access to the School network receive E-safety training and understand their responsibilities, as outlined in this policy. Training will be arranged and overseen by the Director of E-Learning, recorded as having taken place as follows:

- Training is made available to staff and is regularly reinforced. The ITSMG ensures that an audit of the E-Safety training needs of all staff with access to the network is carried out regularly with support of independent trainers (Girling-Hughes).
- All new staff are informed of their obligations with regard to E-safety as part of their induction, fully understand and agree to the IT Acceptable Use Policy.
- The Director of E-Learning and DSL will receive regular updates through attendance at external training.
- This policy and its updates will be presented to and discussed by staff as part of Inset training.
- Updates regarding current online threats will be communicated to all staff.

4.4 Education - Governors

The E-Safety Governors take part in E-Safety training/awareness sessions:

- Attendance at training provided by any relevant organisation
- Monitoring of school training and information sessions for staff or parents.

5. Technical – infrastructure / equipment, filtering and monitoring

- School technical systems will be managed in ways that ensure that the school meets recommended technical requirements.
- There will be regular reviews and audits of the safety and security of school technical systems including reviews by independent experts (Girling Hughes).
- Servers, wireless systems and cabling must be securely located and physical access restricted.
- All users will have clearly defined access rights to school technical systems and devices.
- All users will be provided with a username and secure password by IT who will keep an up to date record of users and their usernames. Users are responsible for the security of their username and password and will be required to change their password at set intervals.
- The “master / administrator” passwords for the school ICT system, used by the IT Manager (or other person) must also be available to the Head or other nominated senior leader and kept in a secure place (e.g. school safe).
- The IT 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’s Child Abuse Image Content (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.
- The school has provided enhanced / differentiated user-level filtering.
- School technical staff regularly monitor and record the activity of users on the school technical systems and users are made aware of this in the IT Acceptable Use Agreements.
- The online Help Desk is in place for users to report any actual / potential technical incident / security breach to the relevant person (the IT Manager).
- Appropriate security measures are in place to protect the servers, firewalls, routers, wireless systems, work stations, mobile devices etc. from accidental or malicious attempts which might threaten the security of the school systems and data. These are tested regularly. The school infrastructure and individual workstations are protected by up to date virus software.
- An agreed procedure is in place for the provision of temporary access of “guests” (e.g. trainee teachers, supply teachers, visitors) onto the school systems.
- An agreed policy is in place regarding the extent of personal use that users (staff / pupils / community users) and their family members are allowed on school devices that may be used out of school.
- An agreed policy is in place through the network use policy that forbids staff from downloading executable files and installing programmes on school devices.

6. Mobile Technologies - BYOD

Mobile technology devices may be school owned/provided or personally owned and might include: smartphone, tablet, notebook / laptop or other technology that usually has the capability of utilising the school’s wireless network. The device then has access to the wider internet which may include the school’s learning platform and other cloud based services such as email and data storage.

All users should understand that the primary purpose of the use mobile / personal devices in a school context is educational. The mobile technologies policy should be consistent with and inter-related to other relevant school policies including but not limited to the Safeguarding and Protecting Children Policy, Behaviour Rewards Sanctions and Discipline, Anti-bullying Policy, IT Acceptable Use Policy, and policies around theft or malicious damage. Teaching about the safe and appropriate use of mobile technologies is an integral part of the school's E-Safety education programme.

Mobile phones may be brought to school. Lower School, Fourth Form and Fifth Form must hand in phones during the School Day. Only Sixth Form may retain their phones during the day and after lights out when boarding.

7. Use of digital and video images

Please also see the Staff Code of Conduct, section 2.17. 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 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 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 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 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). 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 comment on any activities involving other pupils in the digital / video images.
- As per the School's Code of Conduct, staff and volunteers should avoid using personal mobile phones/tablets to take images of children and should, where possible, only use School phones, tablets, video, and photography equipment. School cameras can be borrowed from the School Administrator. If no school equipment is available, images should be transferred straight onto the school network and deleted from the personal device and from personal cloud storage areas and staff should report to the Deputy Head that this has taken place. All images of children should be stored securely and only accessed by those authorised to do so. Staff should delete any images from their personal media once the picture has been downloaded and stored on the school network.

When taking photos or videos the following should be considered:

- The purpose of the activity must be clear;
- All images should be open to scrutiny to ensure that they are appropriate;
- Images should not be made during one-to-one situations;
- Ensure that the pupil or pupils are appropriately dressed;
- Ensure that the pupils understand why the picture is being taken;
- Images must not be taken secretly;
- 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 will be obtained before photographs of pupils are published on the school website;
- Pupil's work can only be published with the permission of the pupil and or parent.

8. Data Protection

The School has a Data Protection Policy and Compliance Procedures for Staff and an Information Security Policy which all staff should be familiar with, to make sure that personal data is kept safe when working in School or off-site and using personal devices. Please refer to those policies for further detail. Regular staff and pupil training on information security is provided.

9. Communications

A wide range of rapidly developing communications technologies has the potential to enhance learning.

When using communication technologies the School considers the following as good practice:

- The official School email service may be regarded as safe and secure. Users should be aware that email communications may be monitored.
- Users must immediately report, to the IT Manager, the HR Manager or their Line Manager (as appropriate) 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 (email, chat, VLE 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 social media must not be used for these communications.*
- Staff must not contact pupils at home unless absolutely necessary. In such circumstances the School email or Firefly must be used and communication should be restricted to the hours **0730-2130**

10. Social Media - Protecting Professional Identity

The School has a duty of care to provide a safe learning environment for pupils and staff. The School 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, disability (or other protected characteristics) or who defame a third party may render the School liable to the injured party.

The School provides the following measures to ensure reasonable steps are in place to minimise risk of harm to pupils, staff and the School through:

- Ensuring that personal information is not published
- Training is provided including: acceptable use, social media risks, checking of settings, data protection, reporting issues.
- Clear reporting guidance, including responsibilities, procedures and sanctions.

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.
- Security settings on personal social media profiles are regularly checked to minimise risk of loss of personal information.

The School's official social media accounts are managed and monitored by the Director of Marketing to ensure compliance with the Social Media, Data Protection, Communications, Digital Image and Video Policies.

Please also refer to section 2.4 of the Staff Code of Conduct.

11. Responding to online safety incidents

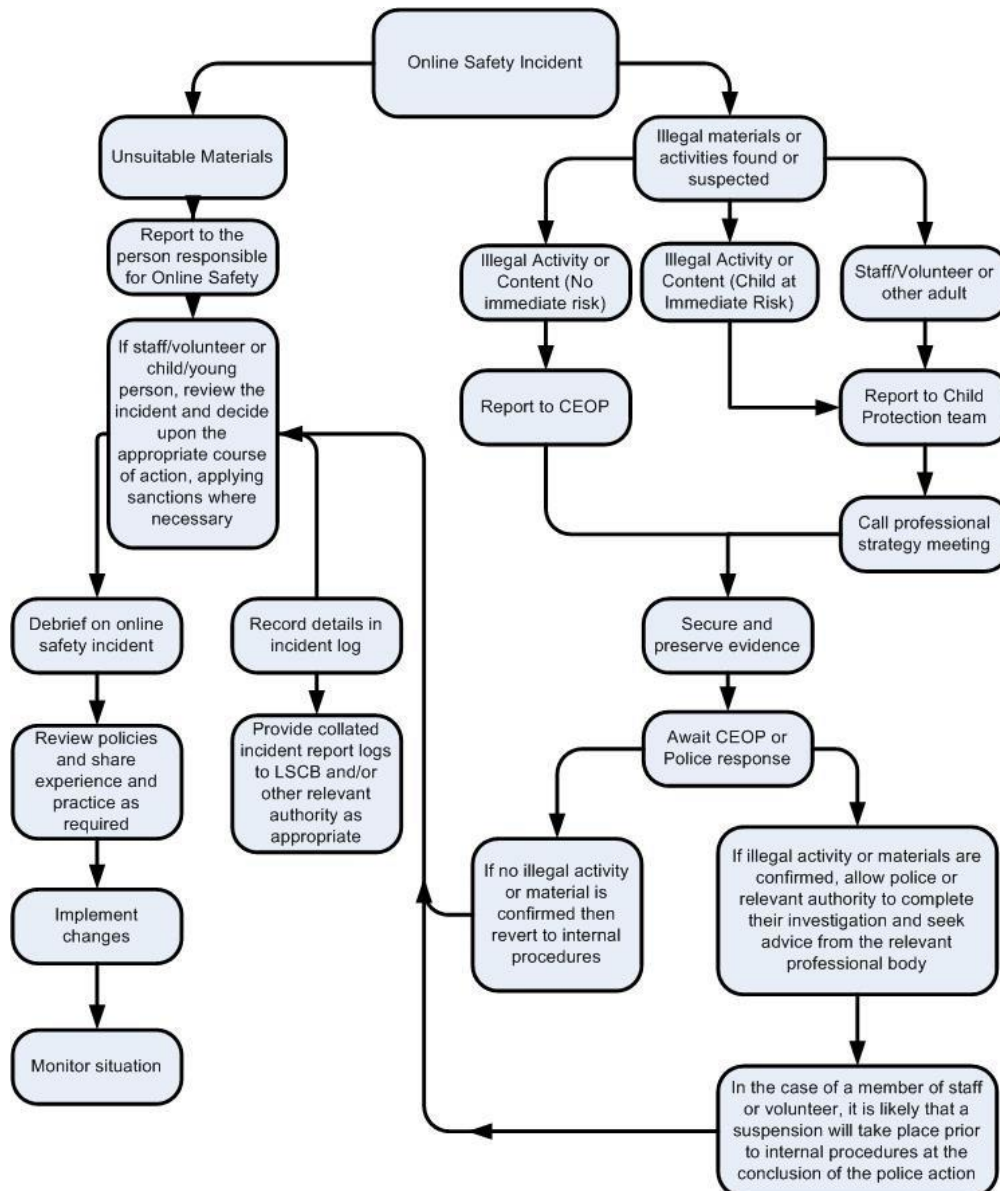
The following guidance is intended for use when staff need to manage incidents that involve the use of online services. It encourages a safe and secure approach to the management of the incident. Incidents might involve illegal or inappropriate activities; please see Appendix 1 for clarification of acceptable / unacceptable / illegal online activities. For advice on the production of indecent images (sexting) please refer to the UK Council for Child Internet Safety guidance document, "Sexting in schools and colleges: Responding to incidents and safeguarding young people".³

3

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/609874/6_2939_SP_NCA_Sexting_In_Schools_FINAL_Update_Jan17.pdf

11.1 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) for responding to online safety incidents and report immediately to the police.



11.2 Responding to Other Incidents

It is hoped that all members of the School 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.**
- **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 School 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.

12.3 Allegations and Sanctions

Safeguarding allegations or concerns about Staff will be handled in accordance with the Safeguarding and Protecting Children Policy and Procedures. Staff misuse of School ICT systems will be dealt with in accordance with the Disciplinary and Dismissal Procedure.

Pupils' misuse of School ICT systems will be dealt with in accordance with the School's Behaviour, Rewards, Discipline and Sanctions Policy.

Acceptable, Unacceptable and illegal uses of ICT

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 –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
	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 school or brings the school into disrepute				X	
Using school systems to run a private business				X		
Using systems, applications, websites or other mechanisms that bypass the filtering or other safeguards employed by the school				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			
Use of video broadcasting e.g. YouTube		X			