



# **Foxford Community School E-Safety Policy**

**Castle Phoenix Trust**

Approved by governors September 2019

Foxford Community School recognises that ICT and the internet are useful tools for learning and communication that can be used in school to enhance the curriculum, challenge students, and support creativity and independence. Using ICT to interact socially and share ideas can benefit everyone in the school community, but it is important that the use of the internet and ICT is seen as a responsibility and that students, staff and parents use it appropriately and practice good e-safety. It is important that all members of the school community are aware of the dangers of using the internet and how they should conduct themselves online.

E-safety covers the internet but it also covers mobile phones and other electronic communications technologies. We know that some adults and young people will use these technologies to harm children. The harm might range from sending hurtful or abusive texts and emails, to enticing children to engage in sexually harmful conversations or actions online, webcam filming, photography or face-to-face meetings. There is a 'duty of care' for any persons working with children and educating all members of the school community on the risks and responsibilities of e-safety falls under this duty. It is important that there is a balance between controlling access to the internet and technology and allowing freedom to explore and use these tools to their full potential.

This policy aims to be an aid in regulating ICT activity in school, and provide a good understanding of appropriate ICT use that members of the school community can use as a reference for their conduct online outside of school hours. E-safety is a whole-school issue and responsibility.

Cyber-bullying by students will be treated as seriously as any other type of bullying and will be managed through our behaviour and anti-bullying procedures which are outlined in our Engagement for Learning policy.

## **1. Roles and Responsibility**

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

**The School E-Safety Coordinator is: Tom Jordan – Deputy Head teacher.  
The Designated member of the Governing Body responsible for E-Safety is:  
Marian Simpson.**

### **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 Governors 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 committees

## **Head Teacher and Senior Leaders**

The Head Teacher 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-ordinator.

The Head Teacher and Senior Leaders are 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).

The Head Teacher and the Designated Safeguarding Lead are responsible for ensuring that the E-Safety Co-ordinator and all other members of staff receive suitable training to enable them to carry out their e-safety roles.

The Senior Leadership Team will receive regular monitoring reports from the E-Safety Co-ordinator.

## **E-Safety Co-ordinator**

- takes day to day responsibility for e-safety issues and has a leading role in establishing and reviewing the school e-safety policies and 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 technical staff
- receives reports of e-safety incidents and creates a log of incidents to inform future e-safety developments
- meets regularly with the E-Safety Governor to discuss current issues, review incident logs and filtering / change control logs
- attends relevant committee of Governors
- reports regularly to the Senior Leadership team

## **Network Manager / Technical Staff**

The Network Manager is responsible for ensuring:

- that the school's technical infrastructure is secure and is not open to misuse or malicious attack
- that the school meets required safety technical requirements and any Local Authority E-Safety Guidance that may apply
- that users may only access the networks and devices through a properly enforced password protection policy
- that the filtering policy is applied
- 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 / e-mail is regularly monitored in order that any misuse or attempted misuse can be reported to the Head Teacher and E-Safety Co-ordinator

- that monitoring software / systems are implemented and updated as agreed with the Head Teacher

## **Teaching and Support Staff**

Teaching and support staff are responsible for ensuring that:

- they have an up to date awareness of e-safety matters and the current school e-safety policy and practices
- they have read, understood and signed the Staff Code of Conduct
- that they report any suspected misuse or problem to the Headteacher and E–Safety Co-ordinator for investigation / action / sanction
- all digital communications with students / parents / carers should be on a professional level and only carried out using school systems
- e-safety issues are embedded in all aspects of the curriculum and other activities
- students understand and follow the e-safety and Acceptable Use Agreements
- students 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 school activities and implement current policies with regard to these devices
- in lessons where internet use is pre-planned students are guided to sites that have been checked as suitable and that processes are in place for dealing with any unsuitable material that is found in internet searches

## **Designated Safeguarding Leads**

Should be trained in e-safety issues and be aware of the potential serious safeguarding / 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

## **Students**

- are responsible for using the school digital technology systems in accordance with the Student Acceptable Use Agreement
- 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
- will be expected to 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 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. The school will take every opportunity to help parents/carers understand these issues through parents' evenings, letters, website and information about national / local e-safety campaigns and literature. Parents and carers will be 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
- access to parents' sections of the website / VLE and online student records
- their children's personal devices in the school

## **2. Communicating School Policy**

This policy is available from the school office for parents/carers, staff, and students to access when and as they wish. Rules relating to the school code of conduct when online, and e-safety guidelines, are displayed around the school. E-safety is integrated into the curriculum in any circumstance where the internet or technology are being used, and during PSHE lessons where personal safety, responsibility, and/or development are being discussed.

Parents and carers play an essential role in the education of their children and in the monitoring / regulation of the children's on-line behaviours. We will therefore seek to provide information and awareness to parents and carers through the website.

## **3. 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:

- annual on-line e-safety training
- all new staff will receive e-safety training as part of their induction programme, ensuring that they fully understand the school e-safety policy and Acceptable Use Agreements
- the E-Safety Co-ordinator will receive regular updates through attendance at external training events and by reviewing guidance documents released by relevant organisations
- this E-Safety Policy and its updates will be presented to and discussed by staff on inset days and in meetings
- the E-Safety Co-ordinator will provide advice / guidance / training to individuals as required.

## **Governors:**

Governors will be invited to take part in e-safety training / awareness sessions with particular importance for those who are members of any committee involved in technology, e-safety, health and safety and safeguarding / 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 organisations
- participation in school training / information session for staff or parents

## **4. Making use of ICT and the Internet in School**

The internet is used in school to raise educational standards, to promote student achievement, to support the professional work of staff and to enhance the school's management functions. Technology is advancing rapidly and is now a huge part of everyday life, education and business. We want to equip our students with all the necessary ICT skills that they will need in order to enable them to progress confidently into a professional working environment when they leave school. Some of the benefits of using ICT and the internet in schools are:

### **For students:**

Unlimited access to worldwide educational resources and institutions such as art galleries, museums and libraries.

Contact with schools in other countries resulting in cultural exchanges between students all over the world.

Access to subject experts, role models, inspirational people and organisations. The internet can provide a great opportunity for students to interact with people that they otherwise would never be able to meet.

An enhanced curriculum; interactive learning tools; collaboration, locally, nationally, and globally; self-evaluation; feedback and assessment; updates on current affairs as they happen.

Access to learning whenever and wherever convenient.  
Freedom to be creative.

Freedom to explore the world and its cultures from within a classroom.  
Social inclusion, in class and online.

Access to case studies, videos and interactive media to enhance understanding.  
Individualised access to learning.

### **For staff:**

Professional development through access to national developments, educational materials and examples of effective curriculum practice and classroom strategies.  
Immediate professional and personal support through networks and associations.

Improved access to technical support.

Ability to provide immediate feedback to students and parents.

Class management, attendance records, schedule, and assignment tracking.

### **For parents:**

The majority of communication between the school and parents/carers is via e-mail or text message. This form of contact is considered to be more effective, reliable and economic. Text messages and letters will inform parent/carers of details relating to attendance and behaviour.

## **5. Learning to evaluate Internet Content**

With so much information available online it is important that students learn how to evaluate internet content for accuracy and intent. This is approached by the school as part of digital literacy across all subjects in the curriculum. Students will be taught: to be critically aware of materials they read, and shown how to validate information before accepting it as accurate.

To use age-appropriate tools to search for information online.

To acknowledge the source of information used and to respect copyright. Plagiarism is against the law and the school will take any intentional acts of plagiarism very seriously. Students who are found to have plagiarised will receive sanctions. If they have plagiarised in an exam or a piece of coursework, they may be prohibited from completing that exam.

The school will also take steps to filter internet content to ensure that it is appropriate to the age and maturity of students. If staff or students discover unsuitable sites then the URL will be reported to the school E-Safety Co-ordinator. Any material found by members of the school community that is believed to be unlawful will be reported to the appropriate agencies. Regular software and broadband checks will take place to ensure that filtering services are working effectively.

## **6. Managing Information Systems**

The school is responsible for reviewing and managing the security of the computers and internet networks as a whole and takes the protection of school data and personal protection of our school community very seriously. This means protecting the school network, as far as is practicably possible, against viruses, hackers and other external security threats. The security of the school information systems and users will be reviewed regularly by the Network Manager and virus protection software will be updated regularly. Some safeguards that the school takes to secure our computer systems are:

- ensuring that all personal data sent over the internet or taken off site is encrypted

- making sure that unapproved software is not downloaded to any school computers. Alerts will be set up to warn users of this
- files held on the school network will be regularly checked for viruses
- the use of user logins and passwords to access the school network will be enforced

## 7. E-mails

The school uses email internally for staff and students, and externally for contacting parents, and is an essential part of school communication. It is also used to enhance the curriculum by:

- initiating contact and projects with other schools nationally and internationally
- providing immediate feedback on work, and requests for support where it is needed for post 16 students.

Staff and students should be aware that school email accounts should only be used for school-related matters, i.e. for staff to contact parents, students, other members of staff and other professionals for work purposes. This is important for confidentiality. The school has the right to monitor emails and their contents but will only do so if it feels there is reason to.

### 7.1 Staff E-mail Accounts and Appropriate Use

**Staff should be aware of the following when using email in school:**

- staff should only use official school-provided email accounts to communicate with students, parents or carers. Personal email accounts should not be used to contact any of these people for school business.
- emails sent from school accounts should be professionally and carefully written. Staff are representing the school at all times and should take this into account when entering into any email communications.
- staff must tell their line manager or a member of the senior leadership team if they receive any offensive, threatening or unsuitable emails either from within the school or from an external account. They should not attempt to deal with this themselves.
- 

The forwarding of chain messages is not permitted in school.

**Students** will be educated through the ICT curriculum to identify spam, phishing and virus emails and attachments that could cause harm to the school network or their personal account or wellbeing.

## 8. Published Content and the School Website

The school website is viewed as a useful tool for communicating our school ethos and practice to the wider community. It is also a valuable resource for parents/carers, students, and staff for keeping up-to-date with school news and events, celebrating whole-school achievements and personal achievements, and promoting school projects.

The website is in the public domain, and can be viewed by anybody online. Any information published on the website will be carefully considered in terms of safety for the school community, copyrights and privacy policies. No personal information on staff or students will be published, and details for contacting the school will be for the school office only. For information on the school policy on students' photographs on the school website please refer to section 8.2 of this policy.

### **8.1 Policy and guidance of safe use of student's photographs and work**

Colour photographs and students work bring our school to life, showcase our student's talents, and add interest to publications both online and in print that represent the school. However, the school acknowledges the importance of having safety precautions in place to prevent the misuse of such material.

Foxford Community School believes that celebrating the achievement of children in school is an important part of their learning experience and personal development. Taking photographs and videos of students for internal display and displaying student work for educational use enables us to celebrate individual and group successes as a school community.

However, we would also like to use photographs and videos of the school and its students externally for promotional purposes (in the public domain) and in order to promote the good educational practice of the school but in accordance with the Data Protection Act 1998 we will only do this with parent/carer consent. On admission to the school parents/carers will be asked to sign an Acceptable Use Agreement which incorporates digital/video permissions.

By signing this form parents/carers will be consenting to the use of images of their son being used in the following outlets:

- all school publications
- on the school website
- in newspapers as allowed by the school
- in videos made by the school or in class for school projects

The form covers consent for the duration of a student's time at the school. Once the student leaves the school, photographs and videos may be archived within the school but will not be re-published without renewed consent.

Students' full names will never be published externally with their photographs, but may be published internally (for example, on display with their work).

#### **Using photographs of individual children**

The vast majority of people who take or view photographs or videos of children do so for entirely innocent, understandable and acceptable reasons. Sadly, some people abuse children through taking or using images, so we must ensure that we have some safeguards in place.

It is important that published images do not identify students or put them at risk of being identified. Only images created by or for the school will be used in public and

children may not be approached or photographed while in school or doing school activities without the school's permission.

The school follows general rules on the use of photographs of individual children:

- parental consent must be obtained for external/promotional use. See above.
- electronic and paper images will be stored securely.
- images will be carefully chosen to ensure that they do not pose a risk of misuse. This includes ensuring that students are appropriately dressed. Photographs of activities which may pose a greater risk of potential misuse (for example, swimming activities), will focus more on the sport than the students (i.e. a student in a swimming pool, rather than standing by the side in a swimsuit).
- for public documents, including in newspapers, full names will not be published alongside images of the child. Groups may be referred to collectively by year group or form name.
- events recorded by family members of the students such as school plays or sports days must be used for personal use only.
- students are encouraged to tell a member staff if they are concerned or uncomfortable with any photographs that are taken of them or they are being asked to participate in.
- any photographers that are commissioned by the school will be fully briefed on appropriateness in terms of content and behaviour, will wear identification at all times, and will not have unsupervised access to the students. For more information on safeguarding in school please refer to our **school child protection policy**.

## **8.2 Complaints of misuse of photographs or video**

Parents should follow standard school complaints procedure if they have a concern or complaint regarding the misuse of school photographs.

## **8.3 Social networking, social media and personal publishing**

Personal publishing tools include blogs, wikis, social networking sites, bulletin boards, chat rooms and instant messaging programmes. These online forums are the more obvious sources of inappropriate and harmful behaviour and where students are most vulnerable to being contacted by a dangerous person. It is important that we educate students so that they can make their own informed decisions and take responsibility for their conduct online.

Social media sites have many benefits for both personal use and professional learning; however, both staff and students should be aware of how they present themselves online. Students are taught through the ICT curriculum and PSHE about the risks and responsibility of uploading personal information and the difficulty of taking it down completely once it is out in such a public place.

The school follows general rules on the use of social media and social networking sites in school:

- students are educated on the dangers of social networking sites and how to use them in safe and productive ways. They are all made fully aware of the school's code of conduct regarding the use of ICT and technologies and behaviour online
- any sites that are to be used in class will be risk-assessed by the teacher in charge prior to the lesson to ensure that the site is age-appropriate and safe for use
- official school blogs created by staff or students/year groups/school clubs as part of the school curriculum will be password-protected and run with the approval of a member of staff and will be moderated by a member of staff.
- students and staff are encouraged not to publish specific and detailed private thoughts, especially those that might be considered hurtful, harmful or defamatory. The school expects all staff and students to remember that they are representing the school at all times and must act appropriately

Safe and professional behaviour of staff online will be discussed at staff induction.

## **9. Mobile Phones and Personal Devices**

While mobile phones and personal communication devices are common place in today's society, their use and the responsibility for using them should not be taken lightly. Some issues surrounding the possession of these devices are:

- they can make students and staff more vulnerable to cyberbullying
- they can be used to access inappropriate internet material
- they can be a distraction in the classroom
- they are valuable items that could be stolen, damaged, or lost
- they can have integrated cameras, which can lead to child protection, bullying and data protection issues

The school reserves the right to confiscate mobile phones and other electronic devices during the school day in line with our Behaviour for Learning Policy.

Confiscated phones and electronic devices will be stored securely.

The incident will be logged on our behaviour management system.

In circumstances where there is a suspicion that material on a phone is unsuitable the phone will be handed over to the Police for further investigation.

The school reserves the right to search mobile phones and other electronic devices and will follow the Department for Education guidance document "Searching, Screening and Confiscation", January 2018, which states:

"Statutory guidance for dealing with electronic devices: Where the person conducting the search finds an electronic device that is prohibited by the school rules or that they reasonably suspects has been, or is likely to be, used to commit an offence or cause personal injury or damage to property, they may examine any data or files on the device where there is a good reason to do so. They may also delete data or files if they think there is a good reason

to do so, unless they are going to give the device to the police. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone if it has been seized in a lawful 'without consent' search and is prohibited by the school rules or is reasonably suspected of being, or being likely to be, used to commit an offence or cause personal injury or damage to property."

## **Responsibility**

Foxford Community School accepts no responsibility whatsoever for theft, loss or damage relating to phones/devices including those handed in/confiscated. Foxford Community School will not investigate theft, loss or damage relating to phones/devices.

## **Staff**

Under no circumstances should staff use their own personal devices to contact students or parents either in or out of school time unless in an emergency. In an emergency staff should withhold their number when dialling. Staff should not store phone numbers of parents or students on their personal mobile devices.

Staff are not permitted to take photos or videos of students on their own personal devices. If photos or videos are being taken as part of the school curriculum or for a professional capacity, the school equipment will be used for this.

The school expects staff to lead by example. Personal mobile phones should be switched off or on 'silent' during school hours. Any breach of school policy may result in disciplinary action against that member of staff.

## **10. Cyberbullying**

Cyberbullying, as with any other form of bullying, is taken very seriously by the school. Information about specific strategies or programmes in place to prevent and tackle bullying are set out in the anti-bullying policy. The anonymity that can come with using the internet can sometimes make people feel safe to say and do hurtful things that they otherwise would not do in person. It is made very clear to members of the school community what is expected of them in terms of respecting their peers, members of the public and staff, and any intentional breach of this will result in disciplinary action.

If an allegation of bullying does come up, the school will:

- take it seriously
- act as quickly as possible to establish the facts. It may be necessary to examine school systems and logs or contact the service provider in order to identify the bully
- record and report the incident
- provide support and reassurance to the victim
- make it clear to the 'bully' that this behaviour will not be tolerated. If there is a group of people involved, they will be spoken to individually and as a whole

group. It is important that children who have harmed another, either physically or emotionally, redress their actions and the school will make sure that they understand what they have done and the impact of their actions.

If a sanction is used, it will correlate to the seriousness of the incident and the 'bully' will be told why it is being used. They will be asked to remove any harmful or inappropriate content that has been published, and the service provider may be contacted to do this if they refuse or are unable to remove it. They may have their internet access suspended in school.

Repeated bullying may result in internal or external exclusion depending on the seriousness of the issue.

## **11. Managing Emerging Technologies**

Technology is progressing rapidly and new technologies are emerging all the time. The school will risk-assess any new technologies before they are allowed in school, and will consider any educational benefits that they might have. The school keeps up-to-date with new technologies and is prepared to quickly develop appropriate strategies for dealing with new technological developments.

## **12. Protecting Personal Data**

Foxford Community School believes that protecting the privacy of our staff and students and regulating their safety through data management, control and evaluation is vital to whole-school and individual progress. The school collects personal data from students, parents, and staff and processes it in order to support teaching and learning, monitor and report on student and teacher progress, and strengthen our pastoral provision.

We take responsibility for ensuring that any data that we collect and process is used correctly and only as is necessary, and the school will keep parents fully informed of the how data is collected, what is collected, and how it is used. National curriculum results, attendance records, special educational needs data, and any relevant medical information are examples of the type of data that the school needs. Through effective data management we can monitor a range of school provisions and evaluate the wellbeing and academic progression of our school body to ensure that we are doing all we can to support both staff and students.

- In line with the General Data Protection Regulations (2018) and following principles of good practice when processing data, the school will:
- ensure that data is fairly and lawfully processed
- process data only for limited purposes
- ensure that all data processed is adequate, relevant and not excessive
- ensure that data processed is accurate
- not keep data longer than is necessary
- process the data in accordance with the data subject's rights
- ensure that data is secure
- ensure that data is only transferred with adequate protection.

There may be circumstances where the school is required either by law or in the best interests of our students or staff to pass information onto external authorities; for example, the local authority, Ofsted, or the Police. These authorities are up-to-date with data protection law and have their own policies relating to the protection of any data that they receive or collect.

### **13. Unsuitable / inappropriate activities**

Some internet activity eg accessing child abuse images or disturbing racist material is illegal and would obviously be banned from school and all other technical systems.

Other activities eg 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 user or the nature of those activities.

The school believes that these activities would be inappropriate in our school context:

- pornography
- promotion of any kind of discrimination
- 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
- using systems, applications, websites or other mechanisms that bypass the filtering or other safeguards employed by the school
- infringing copyright
- revealing or publicising confidential or proprietary information e.g. financial, personal information, data bases, computer / network access codes and passwords
- creating or propagating computer viruses or other harmful files
- unfair usage
- on-line gaming, educational and non-educational
- on-line gambling
- use of social media without permission
- use of messaging apps without permission
- use of videoing broadcasting or YouTube without permission

#### **13.1 Responding to incidents of misuse**

##### **Illegal incidents**

If there is any suspicion that the website(s) concerned may contain child abuse images, or if there is any other suspected illegal activity, refer to the flow chart attached to this policy.

## 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: More than one senior member of staff should be involved in the process. This is vital to protect individuals if accusations are subsequently reported.

The procedure should be conducted using a designated computer that will not be used by students and if necessary can be taken off site by the police should the need arise. The same computer should be used for the duration of the process. Relevant staff should have appropriate internet access to conduct the procedure, and sites and content visited closely monitored and recorded to provide further protection.

The URL of any site containing the alleged misuse and the nature of the content causing concern should be recorded. It may also be necessary to record and store screenshots of the content on the machine being used for investigation. This may be printed, signed and attached to the form (except in cases of child sexual abuse). Once fully investigated the group should 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 organisations (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 material

**Isolate the computer in question as best you can. Any changes 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.

## School actions and sanctions

It is more likely that the school will need to deal with incidents that involve inappropriate rather illegal misuse. It is important that any incidents are dealt with as soon as possible in an appropriate 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 (see also E-safety student sanctions for inappropriate misuse) and could include:

Students:

- referral to class teacher / tutor
- referral to Director of Teaching and Learning/ Director of Learning
- referral to E-Safety Co-ordinator
- referral to Headteacher
- referral to the Police
- referral to technical support staff for action re filtering / security etc.
- informing parents / carers
- removal of network / internet access rights
- risk assessment
- warning
- detention
- fixed term exclusion
- permanent exclusion

Staff:

- referral to Line Manager
- referral to Head Teacher
- referral to HR
- referral to Local Authority
- referral to technical support staff for action re filtering etc.
- risk assessment
- warning
- referral to agency / counselling
- suspension
- disciplinary action
- referral to the Police
- dismissal

This policy will be reviewed by September 2020.