

Social Media Policy

NQS

QA4	4.2.1	Professional standards guide practice, interactions and relationships.
	4.2.3	Interactions convey mutual respect, equity and recognition of each other's strengths and skills
QA5	5.2.3	The dignity and the rights of every child are maintained at all times
QA6	6.1	Respectful supportive relationships are developed and maintained
QA7	7.1.1	Appropriate governance arrangements are in place to manage the service

National Regulations

Regs	181	Confidentiality of records kept by approved provider
	181-184	Confidentiality and storage of records

Aim

To ensure that our service, children, educators or families are not compromised on social media, and that social media usage complies with the principles set out in our Code of Conduct.

Related Policies

Educator and Management Policy
 Privacy and Confidentiality Policy
 Technology Usage Policy

Implementation

A social networking website can be defined as a website used to socialise or communicate. These include but are not limited to Facebook, Instagram and Twitter (including usage on any device such as a mobile telephone or tablet).

Personal Social Media Accounts

RESPECT | INTEGRITY | SELF- RESILIENCE | EXCELLENCE

While personal social media settings can restrict those who are able to access accounts, social networking sites are by their nature a public form of communication. There is always the potential that personal accounts can be accessed by the public or by “friends of friends” of whom we may have been previously unaware. It is therefore extremely important not to post information about the Service, children or families on personal social media accounts.

In relation to their personal social media accounts, the Approved Provider, Nominated Supervisor, educators, staff members and volunteers will not:

- Access their social media accounts on any device while educating and caring for children.
- Post any information about what happens at the Service.
- Post any photos taken at the service or on an excursion. If this occurs families will be contacted immediately. If possible, the social networking website will be contacted to delete the photos.
- Post any material that is offensive, defamatory, threatening, harassing, bullying, discriminatory or otherwise unlawful.
- Post any material that could bring their professional standing into disrepute.
- post any material that could damage the employment relationship, the employer’s/Service’s reputation or commercial interests, or bring the employer/Service into disrepute.
- Pose as a representative of the employer or express views on behalf of the employer.
- Use the service logo or email without permission.
- List the employer’s name on a Facebook page without permission.
- Disclose confidential, private or sensitive information.
- Publicise workplace disputes.

Educators, staff and volunteers may use their personal camera or phones to take photos or video while at the service but photos must be immediately deleted as soon as they are uploaded.

Educators are discouraged from sending or accepting ‘friend requests’ from parents or family members that have children at the Service.

The Approved Provider or Nominated Supervisor will:

- Use our Grievance Guidelines to investigate any circumstances where an employee or volunteer brings their professional standing into disrepute by posting information on their personal social media account that is offensive, defamatory, threatening, harassing, bullying, discriminatory or otherwise unlawful. A possible outcome of the investigation for employees is termination of employment.
- Use our Grievance Guidelines to investigate any circumstances where an employee or volunteer damages the reputation or commercial interests of the Service/employer through material posted on their personal social media account, including material that is confidential, private or sensitive. A possible outcome of the investigation for employees is termination of employment.

- Use our Grievance Guidelines to investigate any instance where someone working at the Service is defamed, bullied or harassed on social media by a family or community member connected to the Service. Families will not defame, harass or bully any person working at the Service through social media and may face possible termination of their child's place at our service if this occurs.
- Contact the police and other relevant authorities if a person working at the Service breaks the law in relation to social media eg through defamation or bullying.

Service Social Media Account

Our Service uses the school's social media account (Cambridge Primary School Facebook) to communicate and share information with our Service families and community.

The Approved Provider or Nominated Supervisor will:

- Obtain authorisation from a child's parents before posting any photos of their child online.
- Obtain families' consent to what information will be posted online, and how it will be shared.
- Ensure personal information about families and children is not posted online, including information that could identify them eg address.
- Set high privacy or security settings on the account and consider whether to restrict access eg through the establishment of a group account where families are invited to join.
- Regularly change passwords to the account.
- Activate password protected screen savers on all computers at the Service and ensure all social media users at the Service always log off before leaving.
- Administer the social media page to maintain strict control of the information that is added.
- Manage our Service's social media account.
- Include specific conditions about social media usage in employee contracts eg prohibiting comments about the Service or families/children.
- Regularly scan online content related to the Service.

Sources

National Quality Standard

Education and Care Services National Regulations 2011

Review



The policy will be reviewed annually by the Out of School Hours Care subcommittee of School Council.

<u>Ratification Date</u> December 2019	<u>Review Date</u> Year 2020	<u>Version Number</u> 3	<u>Date Produced</u> October 2015
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