Staff ICT and Electronic Devices Policy

This policy was reviewed and approved by governors in September 2026

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Statement of intent

Thelwall Infant School and Nursery believes that ICT plays an important part in both teaching and learning over a range of subjects, and the school accepts that both school-owned and personal electronic devices are widely used by members of staff. The school is committed to ensuring that both staff and pupils have access to the necessary facilities and support to allow them to carry out their work.

The school has a sensible and practical approach that acknowledges the use of devices, and this policy is intended to ensure that:

- Members of staff are responsible users and remain safe while using the internet.
- School ICT systems and users are protected from accidental or deliberate misuse which could put the security of the systems and/or users at risk.
- Members of staff are protected from potential risks in their everyday use of electronic devices.
- A process is in place for claiming financial payments when electronic devices are lost or damaged by members of staff.

Personal use of ICT equipment and personal devices is permitted at the school; however, this is strictly regulated and must be done in accordance with this policy and the Online Safety Policy.

1. Legal framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- Data Protection Act 2018
- Computer Misuse Act 1990
- Communications Act 2003
- Freedom of Information Act 2000
- Human Rights Act 1998
- Voyeurism (Offences) Act 2019
- The UK General Data Protection Regulation (UK GDPR)

This policy operates in conjunction with the following school policies:

- Data Protection Policy
- Freedom of Information Policy
- Complaints Procedures Policy
- Disciplinary Policy and Procedure
- Online Safety Policy
- Data and Cyber-security Breach Prevention and Management Plan
- Records Management Policy

2. Roles and responsibilities

The governing board has the responsibility for the overall implementation of this policy, ensuring it remains compliant with relevant legislation.

The headteacher is responsible for:

- Reviewing and amending this policy with the ICT technician and DPO, taking into account new legislation, government guidance and previously reported incidents, to improve procedures.
- The day-to-day implementation and management of the policy.
- The overall allocation and provision of resources. This duty is carried out daily by the Headteacher.
- Handling complaints regarding this policy as outlined in the school's Complaints Procedures Policy.
- Informing staff that the school reserves the right to access personal devices for the purpose of ensuring the effectiveness of this policy.

The ICT technician is responsible for:

- Carrying out checks on internet activity of all user accounts and to report any inappropriate use to the headteacher.
- Remotely viewing or interacting with any of the computers on the school's network. This may be done randomly to implement this policy and to assist in any difficulties.
- Ensuring routine security checks are carried out on all school-owned and personal devices that are used for work purposes to check that appropriate security measures and software have been updated and installed.
- Ensuring that, though appropriate steps will be taken to ensure personal information is not seen during security checks, staff are made aware of the potential risks.
- Accessing files and data to solve problems for a user, with their authorisation.
- Adjusting access rights and security privileges in the interest of the protection of the school's data, information, network and computers.
- Disabling user accounts of staff who do not follow this policy, at the request of the headteacher.
- Assisting the headteacher in all matters requiring reconfiguration of security and access rights and in all matters relating to this policy.
- Assisting staff with authorised use of the ICT facilities and devices, if required.
- Immediately reporting any breach of personal devices to the DPO.
- Ensuring that all school-owned and personal electronic devices have security software installed, to protect sensitive data in cases of loss or theft.
- Ensuring that all school-owned devices are secured and encrypted in line with the school's Data Protection Policy.
- Ensuring that all devices connected to the school network and internet are encrypted.

Staff members are responsible for:

- Requesting permission from the headteacher or ICT technician, subject to their approval, before using school-owned devices for personal reasons during school hours.
- Requesting permission to loan school equipment and devices from the headteacher.
- Requesting permission from the headteacher, subject to their approval, before using personal devices during school hours.
- Reporting misuse of ICT facilities or devices, by staff or pupils, to the headteacher.
- Reading and signing a Device User Agreement to confirm they understand their responsibilities and what is expected of them when they use school-owned and personal devices.

3. Classifications

School-owned and personal devices or ICT facilities include, but are not limited to, the following:

- Computers, laptops and software

- Monitors
- Keyboards
- Mouses
- Scanners
- Cameras
- Camcorders
- Other devices including furnishings and fittings used with them
- Mail systems (internal and external)
- Internet and intranet (email, web access and video conferencing)
- Telephones (fixed and mobile)
- Tablets and other portable devices
- Computers
- Photocopying, printing and reproduction equipment
- Recording and playback equipment
- Documents and publications (any type of format)

4. Acceptable use

This policy applies to any computer or other device connected to the school's network and computers.

The school will monitor the use of all ICT facilities and electronic devices. Members of staff will only use school-owned and approved personal devices for work duties and educational purposes. The duties for which use is permitted include, but are not limited to, the following:

- Preparing work for lessons, activities, meetings, reviews, etc.
- Researching any school-related task
- Any school encouraged tuition or educational use
- Collating or processing information for school business
- Communicating with other members of staff, such as contacting the school office for assistance.

Inappropriate use of school-owned and personal devices could result in a breach of the school's Data Protection Policy.

Inappropriate use of school-owned and personal devices could result in a breach of legislation, including the UK GDPR and Data Protection Act 2018.

Any member of staff found to have breached the school's Data Protection Policy or relevant legislation will face disciplinary action.

Staff will always be an example of good practice to pupils, serving as a positive role model in the use of ICT and related equipment.

Since ICT facilities are also used by pupils, the school will have acceptable use agreements in place for pupils – staff will ensure that pupils comply with these.

Pupils found to have been misusing the ICT facilities will be reported to the headteacher.

School-owned electronic devices will not be used to access any material which is illegal, inappropriate, or may cause harm or distress to others.

Any illegal, inappropriate or harmful activity will be immediately reported to the headteacher.

Members of staff will not:

- Open email attachments from unknown sources.
- Use programmes or software that may allow them to bypass the filtering or security systems.
- Give their home address, phone number, social networking details or email addresses to pupils or parents – contact with parents will be done through authorised school contact channels..

All data will be stored appropriately in accordance with the school's Data Protection Policy.

Members of staff will only use school-owned electronic devices to take pictures or videos of people who have given their consent.

School-owned electronic devices will not be used to access personal social media accounts.

Personal electronic devices will not be used to communicate with pupils or parents, including via social media.

Staff will ensure they:

- Express neutral opinions when representing the school online.
- Avoid disclosing any confidential information or comments regarding the school, or any information that may affect its reputability.
- Have the necessary privacy settings are applied to any social networking sites.

Images or videos of pupils, staff or parents will only be published online where consent has been sought and given.

School-owned devices will be taken home for work purposes only, once approval has been sought from the headteacher and ICT technician. Remote access to the school network will be given to staff using these devices at home.

School equipment that is used outside the premises, e.g. laptops, will be returned to the school when the employee leaves employment, or if requested to do so by the headteacher.

While there is scope for staff to utilise school equipment for personal reasons, this will not be done during working hours unless approved by the headteacher or in the case of a personal emergency.

Private business will not be mixed with official duties, e.g. work email addresses will be reserved strictly for work-based contacts only.

Personal use of school-owned equipment can be denied by the headteacher at any time. This will typically be because of improper use or over-use of school facilities for personal reasons. A charge may be made for using equipment if the values are significant.

Where permission has been given to use the school equipment for personal reasons, this use will take place during the employee's own time, e.g. during lunchtime or after school. Where this is not possible, or in the case of an emergency, equipment can be used for personal reasons during work hours provided that disruption to the staff member's work, and the work of others, is minimal.

Abuse of ICT facilities or devices could result in privileges being removed. Staff will be aware of acceptable ICT use, and misuse of the facilities, as defined in this policy, will be reported to the headteacher.

Failure to adhere to the rules described in this policy may result in disciplinary action, in line with the Disciplinary Policy and Procedure.

5. Emails and the internet

The school email system and internet connection are available for communication and use on matters directly concerned with school business.

Emails will not be used as a substitute for face-to-face communication, unless it is otherwise impossible.

Unprofessional messages will not be tolerated. All emails will be written in a professional tone and will be proof read by the staff member sending the email to ensure this prior to sending.

Abusive messages will not be tolerated – any instant of abuse may result in disciplinary action.

If any email contains confidential information, the user will ensure that the necessary steps are taken to protect confidentiality.

The school will be liable for any defamatory information circulated either within the school or to external contacts.

The school email system and accounts will never be registered or subscribed to spam or other non-work-related updates, advertisements or other personal communications. School email addresses will not be shared without confirming that they will not be subjected to spam or sold on to marketing companies.

Personal email accounts will only be accessed via school computers outside of work hours and only if they have built-in anti-virus protection approved by the ICT technician. Staff will ensure that access to personal emails never interferes with work duties.

Staff linking work email accounts to personal devices will do so subject to the headteacher's approval.

The types of information sent through emails to a personal device will be limited to ensure the protection of personal data, e.g. pupils' details.

Contracts sent via email or the internet are as legally binding as those sent on paper. An exchange of emails can lead to a contract being formed between the sender, or the school, and the recipient. Staff will never commit the school to any obligations by email or the internet without ensuring that they have the authority to do so.

Any suspicious emails will be reported to the headteacher. All incidents will be responded to in accordance with the Online Safety Policy.

6. Photographs and Images

Definitions

"**Camera**" is used to refer to mobile phones, tablets, webcams, portable gaming devices, and any other equipment or devices which may be used to be take photos.

"**Personal use**" of photography and videos is defined as the use of cameras to take images and recordings of children by relatives, friends or known individuals, e.g. a parent taking a group photo of their child and their friends at a school event. These photos and videos are only for personal use by the individual taking the photo and are not intended to be passed on to unknown sources. The principles of the UK GDPR and the DPA 2018 do not apply to images and videos taken for personal use.

"**Official school use**" is defined as photography and videos which are used for school purposes. These images are likely to be stored electronically alongside other personal data. The principles of the UK GDPR and the DPA 2018 apply to images and videos taken for official school use.

"**Media use**" is defined as photography and videos which are intended for a wide audience, e.g. photos of children taken for a local newspaper. The principles of the UK GDPR and the DPA 2018 apply to images and videos taken for media use.

Staff may also take photos and videos of pupils for "**educational purposes**". These are not intended for official school use, but may be used for a variety of reasons, such as school displays, special events, assessment and workbooks. The principles of the UK GDPR and the DPA 2018 apply to images and videos taken for educational purposes.

"**Personal electronic devices**" are defined as devices that are used to store, generate, or transmit information or data in any form, including audio, visual or text. Such devices may include, but are not limited to, the following items:

- Any type of computer or computer-like instrument.
- Portable devices, such as tablets, laptops, mobile phones, and smart or electronic watches.

Public task

The school will rely on the lawful basis of public task where images are necessary for carrying out official duties and functions. This may include, but is not limited to:

- Registers.
- Classroom seating plans.
- PE peg labels.
- Personal storage or drawer labels.

The school will use images under public task where they are essential for administration, safeguarding, identification, or the efficient operation of the school.

Consent

Where the school relies on consent, it will ensure that consent is:

- Freely given.
- Specific.
- Informed.
- Unambiguous.

The school will obtain consent from parents.

When using consent as a lawful basis, the school will:

- Clearly explain how images will be used at the point of collection.
- Keep accurate records of consent, including who gave it, when, how, and what information was provided.
- Regularly review and refresh consent on an annual basis at the beginning of the school year.
- Seek new consent where images are to be used for a different purpose than originally agreed.

The school will respect the right to withdraw consent at any time. Upon withdrawal, the school will stop using the image and will delete it unless another lawful basis applies.

The school will handle withdrawal requests sensitively, particularly where they relate to safeguarding or changes in personal circumstances.

Procedures

A school-owned digital device will be used to take photos and videos of pupils. Staff are not permitted to use personal devices to take photographs or videos.

Staff will ensure that all pupils are suitably dressed before taking any photos or videos.

Where possible, staff will avoid identifying pupils by name or any other identifiable data. If names are required, only first names will be used.

Use of personal devices by parents

Parents or family members will be welcome to take photos of (and where appropriate, film) their own children taking part in school events, subject to the following guidelines, which the schools will expect all parents to follow. Parents will:

- Minimise the use of flash photography during performances.
- In the case of all school events, make the focus of any photos and/or videos their own children.
- Avoid disturbing others in the audience or distracting pupils when taking photos or recording videos.
- Ensure that any images and recordings taken at school events are exclusively for personal use and are not uploaded to the internet, posted on social networking sites or openly shared in other ways.

- Refrain from taking further photos and/or videos if and when requested to do so by staff.

Sharing of images

When deciding whether it is appropriate to share images, the school will consider:

- Any safeguarding implications.
- The lawful basis for doing so.
- Whether parents are aware of the risks.
- Whether any parents have put in place any restrictions on permission to do so.

Consent will be sought for sharing of any images and videos, including on the school website, newsletters, parent apps etc.

The school will take particular care when sharing images to social media and will make pupils and parents aware that social media involves wider sharing and may carry higher privacy risks. The school will collect specific consent for posting on social media platforms.

If parents share photos or videos of other pupils publicly, the school may ask them to remove the image if it raises privacy or safeguarding concerns.

7. Portable equipment

All data on school-owned equipment will be synchronised with the school server and backed up daily.

Portable equipment will be transported in its protective case, if supplied.

Where the school provides mobile technologies, such as phones, laptops and personal digital assistants, for off-site visits and trips, staff will only use these devices.

8. Personal devices

Staff members will use personal devices in line with the school's Data and Cyber-security Plan.

All personal devices that are used to access the school's online portal, systems or email accounts, e.g. laptops or mobile phones, will be declared and approved by the headteacher.

Approved devices will be secured with a password or biometric access control, e.g. fingerprint scanner.

Members of staff bringing personal devices into school will ensure that there is not any inappropriate or illegal content on their device.

During lesson times, unless required for the teaching activity being undertaken, personal devices will be kept out of sight of children and phones will remain on silent unless be used in the staff areas.

9. Removable media

No removable media will be used to store school information.

10. Cloud-based storage

Data held in remote and cloud-based storage is still required to be protected in line with the UK GDPR and DPA 2018; therefore, members of staff will ensure that cloud-based data is kept confidential and no data is copied, removed or adapted.

11. Storing messages

Emails and messages stored on school-owned devices will be stored digitally or in a suitable hard copy file and disposed of after no more than a year.

Information and data on the school's network and computers will be kept in an organised manner and should be placed in a location of an appropriate security level.

If a member of staff is unsure about the correct message storage procedure, help will be sought from the ICT technician.

Employees who feel that they have cause for complaint as a result of any communications on school-owned devices will raise the matter initially with the headteacher, as appropriate. The complaint will then be raised through the grievance procedure in line with the Grievance Policy.

12. Unauthorised use

Staff will not be permitted, under any circumstances, to:

- Use the ICT facilities for commercial or financial gain without the explicit written authorisation from the headteacher.
- Physically damage ICT and communication facilities or school-owned devices.
- Relocate, take off-site, or otherwise interfere with the ICT facilities without the authorisation of the ICT technician or headteacher.
- Use or attempt to use someone else's user account. All users of the ICT facilities will be issued with a unique user account and password. User account passwords will never be disclosed to or by anyone.
- Use the ICT facilities at any time to access, download, send, receive, view or display any of the following:
    - Any material that is illegal
    - Any message that could constitute bullying, harassment (including on the grounds of sex, race, religion/religious belief, sexual orientation or disability) or any negative comment about other persons or organisations
    - Online gambling
    - Remarks, which may adversely affect the reputation of any organisation or person, whether or not you know them to be true or false
    - Any sexually explicit content, or adult or chat-line phone numbers

- Generate messages or documents that appear to originate from someone else, or otherwise impersonate someone else.
- Install hardware or software without the consent of the ICT technician or the headteacher.
- Introduce any form of stand-alone software or removable hardware likely to cause malfunctioning of the ICT facilities or that will bypass, over-ride or overwrite the security parameters on the network or any of the school's computers.
- Use or attempt to use the school's ICT facilities to undertake any form of piracy, including the infringement of software licenses or other copyright provisions whether knowingly or not. This is illegal.
- Purchase any ICT facilities without the consent of the ICT technician or headteacher. This is in addition to any purchasing arrangements followed according to the Finance Policy.
- Use or attempt to use the school's phone lines for internet or email access unless given authorisation by the headteacher. This will include using or attempting to use any other form of hardware capable of telecommunication, regardless of ownership.
- Use any chat-lines, bulletin boards or pay-to-view sites on the internet. In addition, staff will not download or attempt to download any software of this nature.
- Use the internet for any auctioning activity or to purchase items unless given authority to do so by the headteacher. This is in addition to any purchasing arrangement followed according to the Finance Policy.
- Knowingly distribute or introduce a virus or harmful code onto the school's network or computers. Doing so may result in disciplinary action, including summary dismissal.
- Use the ICT facilities for personal use without the authorisation of the headteacher. This authorisation will be requested on each occasion of personal use.
- Copy, download or distribute any material from the internet or email that may be illegal to do so. This can include computer software, music, text, and video clips. If a staff member it is not clear that they have permission to do so, or if the permission cannot be obtained, they will not download the material.
- Use, or attempt to use, the communication facilities to call overseas without the authorisation of the headteacher.
- Obtain and post on the internet, or send via e-mail, any confidential information about other employees, the school, its customers or suppliers.
- Interfere with someone else's use of the ICT facilities.
- Be wasteful of ICT resources, particularly printer ink, toner and paper.
- Use the ICT facilities when it will interfere with their responsibilities to supervise pupils.
- Share any information or data pertaining to other staff or pupils at the school with unauthorised parties. Data will only be shared for relevant processing purposes.

- Operate equipment to record an image beneath a person's clothing with the intention of observing, or enabling another person to observe, the victim's genitals or buttocks without their knowledge or consent, whether exposed or covered by underwear – otherwise known as "upskirting".

Any unauthorised use of email or the internet will likely result in disciplinary action, including summary dismissal, in line with the Disciplinary Policy and Procedure.

If a member of staff is subjected to, or knows about harassment, upskirting or bullying that has occurred via staff email or through the use of school-owned devices, they will report this immediately to the headteacher.

13. Safety and security

The school's network will be secured using firewall.

Filtering of websites will ensure that access to websites with known malware are blocked immediately and reported to the ICT technician.

Approved anti-virus software and malware protection will be used on all approved devices.

The school will use mail security technology to detect and block any malware transmitted via email.

Members of staff will ensure that all school-owned electronic devices are made available for anti-virus updates, malware protection updates and software installations, patches or upgrades, on a termly basis.

Staff will ensure personal devices used to access school data (mobile phones) have appropriate security and software updates and are password protected.

Programmes and software will not be installed on school-owned electronic devices without permission from the ICT technician.

Staff will not be permitted to remove any software from a school-owned electronic device without permission from the ICT technician.

Members of staff who install or remove software from a school-owned electronic device without seeking authorisation from the ICT technician, may be subject to disciplinary measures.

All devices will be secured by a password or biometric access control.

Passwords will be kept confidential and must not be shared with pupils, unauthorised members of staff or third parties.

Devices will be configured so that they are automatically locked after being left idle for a set time.

14. Loss, theft and damage

For the purpose of this policy, **"damage"** is defined as any fault in a school-owned electronic device caused by the following:

- Connections with other devices, e.g. connecting to printers which are not approved by the ICT technician
- Unreasonable use of force

- Abuse
- Neglect
- Alterations
- Improper installation

The school's insurance will cover school-owned electronic devices that are damaged or lost, during school hours, if they are being used on the school premises.

Staff members will use school-owned electronic devices within the parameters of the school's insurance cover – if a school-owned electronic device is damaged or lost outside of school hours and/or off-site, the member of staff at fault may be responsible for paying damages.

Any incident that leads to a school-owned electronic device being lost will be treated in the same way as damage.

The ICT technician and headteacher will decide whether a device has been damaged due to the actions described above.

The ICT technician will be contacted if a school-owned electronic device has a technical fault.

If it is decided that a member of staff is liable for the damage, they will be required to pay **20** percent of the total repair or replacement cost. A written request for payment will be submitted to the member of staff who is liable to pay for damages.

If the member of staff believes that the request is unfair, they can make an appeal to the headteacher, who will make a final decision within two weeks.

In cases where the headteacher decides that it is fair to seek payment for damages, the member of staff will be required to make the payment within six weeks of receiving the request.

The headteacher may accept the payment in instalments.

If a school-owned device is lost or stolen, or is suspected of having been lost or stolen, the DPO will be informed as soon as possible to ensure the appropriate steps are taken to delete data from the device that relates to the school, its staff and its pupils, and that the loss is reported to the relevant agencies.

The school will not be responsible for the loss, damage or theft of any personal device, including phones, cameras, tablets, removable media, etc.

15. Implementation

Staff will report any breach of this policy to the headteacher.

Regular monitoring and recording of email messages will be carried out on a random basis. Hard copies of email messages can be used as evidence in disciplinary proceedings.

The headteacher can conduct random checks of asset registered and security marked items.

The ICT technician may remotely view or interact with any of the computers on the school's network. This may be used randomly to implement this policy and to assist in any difficulties.

The school's network has anti-virus software installed with a centralised administration package; any virus found will be logged to this package.

The school's database systems are computerised. Unless given permission by the ICT technician, members of staff will not access the system. Failure to adhere to this requirement may result in disciplinary action.

All users of the database system will be issued with a unique individual password. Staff will not, under any circumstances, disclose this password to any other person.

Attempting to access the database using another employee's user account and/or password without prior authorisation will likely result in disciplinary action, including summary dismissal.

User accounts will be accessible by the headteacher and the ICT technician.

Users will be required to familiarise themselves with the requirements of the UK GDPR and Data Protection Act 2018, and to ensure that they operate in accordance with the requirements of the regulations and the Data Protection Policy.

Any breach of the rules in this policy may result in disciplinary action, which may lead to dismissal.

A misuse or breach of this policy could also result in criminal or civil actions being brought against the persons involved or the school.

16. Monitoring and review

This policy will be reviewed annually by the ICT technician and the headteacher.

Any changes or amendments to this policy will be communicated to all staff members by the headteacher.

The scheduled review date for this policy will be August 2027.

Staff Declaration Form and acceptable use agreement.

Whilst our school promotes the use of technology or devices, and understands the positive effects they can have on enhancing pupils' learning and community engagement, we must also ensure that staff use technology and devices appropriately. Any misuse of technology and devices will not be taken lightly and will be reported to the headteacher in order for any necessary further action to be taken.

This agreement outlines staff members' responsibilities when using technology and devices, both school-owned and personal, and applies to all staff, volunteers, contractors and visitors.

The school may undertake monitoring activities of employees to ensure the quality and quantity of work. The school will ensure that any monitoring activities undertaken are lawful and fair to workers, as well as meet data protection requirements.

If any monitoring activities are undertaken, then the school will ensure that employees are made aware of the nature, reasons, and extent of the monitoring, that the monitoring has a clearly defined purpose, and that it is as unintrusive as possible to the employees.

Information which is gathered from monitoring activities must have a lawful basis. The school understands rights and the private lives of workers, particularly as remote working excessive monitoring can have adverse impacts continues to become more common, that excessive monitoring can have adverse impacts on data protection rights and the private lives of workers, particularly as remote working continues to become more common.

The school will ensure that the monitoring of workers is necessary for the identified reasons. The school will also ensure that all suitable safety checks are carried out prior to monitoring activities.

Please read this agreement carefully, and sign at the bottom to show you agree to the terms outlined.

Data protection and cyber-security

I will:

- Use technology and devices, including the use and storage of personal data, in line with data protection legislation, including the Data Protection Act 2018 and UK GDPR.
- Follow the school's Data Protection Policy and any other relevant school policies and procedures.

I will not:

- Attempt to bypass any filtering, monitoring and security systems.
- Share school-related passwords with pupils, staff, parents or others unless permission has been given for me to do so.

Using technology in school

I will:

- Follow the Staff ICT and Electronic Devices Policy.
- Only use ICT systems which I have been permitted to use.
- Ensure I obtain permission prior to accessing materials from unapproved sources.
- Only use the internet for personal use during out-of-school hours, including break and lunch time.

I will not:

- Use any portable storage devices to store and carry data.
- Install any software onto school ICT systems unless instructed to do so by the headteacher or ICT technician.
- Search for, view, download, upload or transmit any inappropriate material when using the internet.

Emails

I will:

- Only use the approved email accounts that have been provided to me when sending communications regarding school business.
- Ensure any personal information that is being sent via email is only sent to the relevant people and is appropriately protected.

I will not:

- Use personal emails to send and/or receive school-related personal data or information, including sensitive information.
- Use personal email accounts to contact pupils or parents.

School-owned devices

I will:

- Only use school-owned devices for the purpose of carrying out my school responsibilities.
- Only access websites and apps that have been approved by the headteacher.
- Understand that the usage of my school-owned devices will be monitored.
- Transport school-owned devices safely.
- Provide suitable care for my school-owned devices at all times.
- Only communicate with pupils and parents on school-owned devices using appropriate channels.
- Ensure I install and update security software on school-owned devices as directed by the ICT technician.
- Immediately report any damage or loss of my school-owned devices to the ICT technician.
- Immediately report any security issues, such as downloading a virus, to the ICT technician.
- Understand that I am expected to pay an excess for any repair or replacements costs where the device was damaged or lost as a result of my own negligence.
- Make arrangements to return school-owned devices to the ICT technician upon the end of my employment at the school.

I will not:

- Permit any other individual to use my school-owned devices without my supervision, unless otherwise agreed by the headteacher.
- Install any software onto school-owned devices unless instructed to do so by the headteacher or ICT technician.
- Use school-owned devices to send inappropriate messages, images, videos or other content.

- Use school-owned devices to view, store, download or share any inappropriate, harmful or illegal content.
- Use school-owned devices to access personal social media accounts.

Personal devices

I will:

- If using personal devices for school email access, ensure up to date software and password protection.
- Only use personal devices during out-of-school hours, including break and lunch times.
- Ensure personal devices are out of sight and either switched off or set to silent mode during school hours.
- Only make or receive calls in staff areas
- Store personal devices appropriately during school hours,
- Understand that I am liable for any loss, theft or damage to my personal devices.

I will not:

- Access the school's Wi-Fi using a personal device unless permission to do so has been granted by the headteacher or ICT technician.
- Use personal devices to take photographs or videos of pupils or staff.

Social media and online professionalism

I will:

- Understand that I am representing the school and behave appropriately when posting on school social media accounts.
- Ensure I apply necessary privacy settings to social media accounts.

I will not:

- Communicate with pupils or parents over personal social media accounts.
- Accept 'friend' or 'follow' requests from any pupils or parents over personal social media accounts.
- Post any comments or posts about the school on any social media platforms or other online platforms which may affect the school's reputability.
- Post any defamatory, objectionable, copyright-infringing or private material, including images and videos of pupils, staff or parents, on any online website.
- Post or upload any images and videos of pupils, staff or parents on any online website without consent from the individuals in the images or videos.
- Give my home address, phone number, mobile number, social networking details or email addresses to pupils or parents – any contact with parents will be done through authorised school contact channels.

Working from home

I will:

- Ensure I obtain permission from the headteacher and DPO before any personal data is transferred from a school-owned device to a personal device.
- Ensure any data transferred from a school-owned device to a personal device is encrypted.
- Ensure any sensitive personal data is not transferred to a personal device unless completely necessary – and, when doing so, that it is encrypted.
- Ensure my personal device has been assessed for security by the ICT technician before it is used for home.
- Ensure no unauthorised persons, such as family members or friends, access any personal devices used for home working.

Training

I will:

- Participate in any relevant training offered to me, including cyber-security and online safety.
- Allow the ICT technician to undertake regular audits to identify any areas of need I may have in relation to training.
- Employ methods of good practice and act as a role model for pupils when using the internet and other digital devices.
- Deliver any training to pupils as required.

Reporting misuse

I will:

- Report any misuse by pupils or staff members breaching the procedures outlined in this agreement to the headteacher.
- Understand that my use of the internet will be monitored by the ICT technician and recognise the consequences if I breach the terms of this agreement.
- Understand that the headteacher may decide to take disciplinary action against me, in accordance with the Disciplinary Policy and Procedure, if I breach this agreement.

Monitoring workers

I understand that:

- The school will notify employees when monitoring takes place and that the school will clearly explain what personal information of mine is collected and how it's utilised and maintained.
- Monitoring is often used for security purposes, managing employees' performance, and monitoring sickness and attendance.
- Monitoring technologies include, but aren't limited to, technologies for timekeeping and keyboard activity, productivity tools, internet activity trackers.
- Personal data relating to myself which is collected from monitoring activities is securely kept and protected and isn't kept for any longer than necessary by the school.

- The school will factor in increased expectations of privacy if I work from home.
- The school will conduct its monitoring activities in a way that's fair and reasonably expected.
- The school will conduct its monitoring activities with transparency, clearly explaining how and why they process my information.
- The school will conduct its monitoring activities in a way that's accountable and compliant with UK GDPR.
- I can object to having my personal information collected and processed if the lawful basis which the school is relying on is a public task or legitimate interests based on my personal situation.
- The school may refuse to comply with the objection if they can demonstrate that the monitoring is for legitimate interests which override my interests, rights, and freedoms, or that the monitoring is for establishment, exercise, or defence of legal claims.
- Tools for monitoring workers continue to become increasingly sophisticated, and that the school will inform me if they choose to use solely automated processes for monitoring activities.