



# Online Safety and Data Security

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Last Reviewed: October 2017  
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## Introduction

ICT in the 21<sup>st</sup> Century is seen as an essential resource to support learning and teaching, as well as playing an important role in the everyday lives of children, young people and adults. Consequently, schools need to build in the use of these technologies in order to arm our young people with the skills to access life-long learning and employment.

Information and Communications Technology covers a wide range of resources including; web-based and mobile learning. It is also important to recognise the constant and fast paced evolution of ICT within our society as a whole. Currently the internet technologies children and young people are using both inside and outside of the classroom include:

- Websites
- Apps
- E-mail, Instant Messaging and chat rooms
- Social Media, including Facebook and Twitter
- Mobile/ Smart phones with text, video and/ or webfunctionality
- Other mobile devices including tablets and gaming devices
- Online Games
- Learning Platforms and Virtual Learning Environments
- Blogs and Wikis
- Podcasting
- Video sharing
- Downloading
- On demand TV and video, movies and radio / Smart TVs

Whilst exciting and beneficial both in and out of the context of education, much ICT, particularly web-based resources, are not consistently policed. All users need to be aware of the range of risks associated with the use of these Internet technologies and that some have minimum age requirements (13 years in most cases).

We understand the responsibility to educate our pupils on eSafety Issues; teaching them the appropriate behaviours and critical thinking skills to enable them to remain both safe and legal when using the internet and related technologies, in and beyond the context of the classroom.

Schools hold personal data on learners, staff and others to help them conduct their day-to-day activities. Some of this information is sensitive and could be used by another person or criminal organisation to cause harm or distress to an individual. The loss of sensitive information can result in media coverage, and potentially damage the reputation of the school. This can make it more difficult for your school to use technology to benefit learners.

Everybody in the school community has a shared responsibility to secure any sensitive information used

in their day to day professional duties and even staff not directly involved in data handling should be made aware of the risks and threats and how to minimise them.

Both this policy and the Acceptable Use Agreement (for all staff, governors, regular visitors[for regulated activities] and pupils) are inclusive of both fixed and mobile internet; technologies provided by the school (such as PCs, laptops, mobile devices, webcams, whiteboards, voting systems, digital video equipment, etc); and technologies owned by pupils and staff, but brought onto school premises (such as laptops, mobile phones and other mobile devices).

### **Monitoring**

All internet activity is logged by the school's internet provider. These logs may be monitored by that provider (eg Herts for Learning Ltd).

## Breaches

A breach or suspected breach of policy by a school employee, contractor or pupil may result in the temporary or permanent withdrawal of school ICT hardware, software or services from the offending individual.

For staff any policy breach is grounds for disciplinary action in accordance with the school Disciplinary Procedure or, for Support Staff, in their Probationary Period as stated.

Policy breaches may also lead to criminal or civil proceedings.

The Information Commissioner's powers to issue monetary penalties came into force on 6 April 2010, allowing the Information Commissioner's office to serve notices requiring organisations to pay up to £500,000 for serious breaches of the Data Protection Act.

The data protection powers of the Information Commissioner's Office are to:

- Conduct assessments to check organisations are complying with the Act;
- Serve information notices requiring organisations to provide the Information Commissioner's Office with specified information within a certain time period;
- Serve enforcement notices and 'stop now' orders where there has been a breach of the Act, requiring organisations to take (or refrain from taking) specified steps in order to ensure they comply with the law;
- Prosecute those who commit criminal offences under the Act;
- Conduct audits to assess whether organisations' processing of personal data follows good practice,
- Report to Parliament on data protection issues of concern

For pupils, reference will be made to the school's behaviour policy.

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## Incident Reporting

Any security breaches or attempts, loss of equipment and any unauthorised use or suspected misuse of ICT must be immediately reported to the school's relevant responsible person. Additionally, all security breaches, lost/stolen equipment or data (including remote access SecureID tokens and PINs), virus notifications, unsolicited emails, misuse or unauthorised use of ICT and all other policy non-compliance must be reported to the relevant responsible person.

The relevant responsible individuals in the school are as follows:

**The Collett School: Mrs Rachael Lampey**

**St Luke's School: Mrs Carol Morris**

**Forest House Education Centre: Mr Huw Bucknel**

Please refer to the relevant section on Incident Reporting, online/ eSafety Incident Log & Infringements.

## **The Collett School, St Luke's School and Forest House Education Centre IT Acceptable Use**

### **Agreement online/eSafety Rules**

- I will take care of IT equipment
- I will only use my own school e-mail address when e-mailing in school
- I will only open e-mails from people I know, or who my teacher has approved
- I will only open and delete my own files
- I will be polite and sensible
- If I see unpleasant or nasty things, I will tell my teacher
- I will not give people my phone number or home address
- I will not arrange to meet someone or send my image to anyone
- I know that teachers will see my work on the computer

Pupil's name:..... Pupil's signature.....

#### **Parent/ carer signature**

I/ we have discussed this document with .....(child's name) and I/we agree to follow the eSafety rules and to support the safe use of ICT at school.

I/ we will take care to ensure that appropriate systems are in place at home to protect and support my/our child/ren.

Parent/ Carer Signature ..... Date.....

# **The Collett School, St Luke's School and Forest House Education Centre Acceptable Use**

## **Agreement online/eSafety Rules**

- I will only use ICT systems in school, including the internet, e-mail, digital video, and mobile technologies for school purposes
- I will not download or install software on schooltechnologies
- I will only log on to the school network with my own user name and password
- I will follow the school's ICT security system and not reveal my passwords to anyone
- I will only use my school e-mail address
- I will make sure that all ICT communications with pupils, teachers or others is responsible and sensible
- I will be responsible for my behaviour when using the Internet. This includes resources I access and the language I use
- I will not browse, download, upload or forward material that could be considered offensive or illegal. If I accidentally come across any such material I will report it immediately to my teacher
- I will not give out any personal information such as name, phone number or address. I will not arrange to meet someone unless this is part of a school project approvedby my teacher
- I am aware that when I take images of pupils and/ or staff, that I must only store and use these for school purposes in line with school policy and must never distribute these outside the school network without the permission of all partiesinvolved
- I will ensure that my online activity, both in school and outside school, will not cause my school, the staff, pupils or others distress or bring the school community into disrepute
- I will respect the privacy and ownership of others' work on-line at alltimes
- I will not attempt to bypass the internet filteringssystem
- I understand that all my use of computers and the internet are monitored byteachers
- I understand that these rules are designed to keep me safe
- I understand that my parent/ carer will be contacted if I do not follow therules
- I will not sign up to online services until I am old enough to doso

### **Parent/ carer signature**

I/ we have discussed this document with.....(child's name) and I/we agree to follow the online and eSafety rules and to support the safe use of ICT at school.

Parent/ Carer Signature ..... Date .....

Pupil Signature.....Date .....

## Online/eSafety

### The Collett School, St Luke's School and Forest House Education Centre

#### Staff, Governor and Visitor Acceptable Use Agreement / Code of Conduct

ICT (including data) and the related technologies such as e-mail, the internet and mobile devices are an expected part of our daily working life in school. This policy is designed to ensure that all staff are aware of their professional responsibilities when using any form of ICT. All staff are expected to sign this policy and adhere at all times to its contents. Any concerns or clarification should be discussed with Stephen Hoult-Allen

- I will only use the school's email / Internet / Intranet / Learning Platform and any related technologies for professional purposes or for uses deemed acceptable by the Head or Governing Body
- I will comply with the ICT system security and not disclose any passwords provided to me by the school or other related authorities
- I will ensure that all electronic communications with pupils and staff are compatible with my professional role
- I will not give out my own personal details, such as mobile phone number, personal e-mail address, personal Twitter account, or any other social media link, to pupils
- I will only use the approved, secure e-mail system(s) for any school business
- I will ensure that personal data (such as data held on MIS software) is kept secure and is used appropriately, whether in school, taken off the school premises or accessed remotely. Personal data can only be taken out of school or accessed remotely when authorised by the Head or Governing Body. Personal or sensitive data taken off site must be encrypted, eg on a password secured laptop or memory stick
- I will not install any hardware or software without permission of Stephen Hoult-Allen
- I will not browse, download, upload or distribute any material that could be considered offensive, illegal or discriminatory
- Images of pupils and/ or staff will only be taken, stored and used for professional purposes in line with school policy and with written consent of the parent, carer or staff member. Images cannot be stored on personal devices
- Images will not be distributed outside the school network without the permission of the parent/ carer, member of staff or Headteacher. Parental consents determine the use of photographs or videos of each child and must be adhered to by all members of the school
- I will support the school approach to online safety and not upload or add any images, video, sounds or text linked to or associated with the school or its community'
- I understand that all my use of the Internet and other related technologies can be monitored and logged and can be made available, on request, to my Line Manager or Headteacher
- I will respect copyright and intellectual property rights
- I will ensure that my online activity, both in school and outside school, will not bring the school, my professional reputation, or that of others, into disrepute
- I will support and promote the school's e-Safety and Data Security policies and help pupils to be safe and responsible in their use of ICT and related technologies

**I understand this forms part of the terms and conditions set out in my contract of employment. I understand that breaching this agreement may trigger formal investigations including formal safeguarding procedures, where relevant.**

#### User Signature

I agree to follow this code of conduct and to support the safe and secure use of ICT throughout the school

Signature ..... Date .....

Full Name .....

Job title/ Role in School .....

## Staff Professional Responsibilities

The HSCB eSafety subgroup have produced a clear summary of **professional responsibilities related to the use of ICT** which has been endorsed by unions. To download visit <http://www.thegrid.org.uk/eservices/safety/policies.shtml>



### **PROFESSIONAL RESPONSIBILITIES** **When using any form of ICT, including the Internet,** **in school and outside school**



#### **For your own protection we advise that you:**

- Ensure all electronic communication with pupils, parents, carers, staff and others is compatible with your professional role and in line with school policies.



- Do not talk about your professional role in any capacity when using social media such as Facebook and YouTube.
- Do not put online any text, image, sound or video that could upset or offend any member of the whole school community or be incompatible with your professional role.



- Use school ICT systems and resources for all school business. This includes your school email address, school mobile phone and school video camera.



- Do not give out your own personal details, such as mobile phone number, personal e-mail address or social network details to pupils, parents, carers and others.
- Do not disclose any passwords and ensure that personal data (such as data held on MIS software) is kept secure and used appropriately.



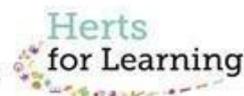
- Only take images of pupils and/ or staff for professional purposes, in accordance with school policy and with the knowledge of SLT.
- Do not browse, download, upload or distribute any material that could be considered offensive, illegal or discriminatory.



- Ensure that your online activity, **both in school and outside school**, will not bring your organisation or professional role into disrepute.

You have a duty to report any eSafety incident which may impact on you, your professionalism or your organisation.

For HR support and guidance please contact 01438 844933  
For eSafety support and guidance please contact 01438 844893



## Computer Viruses

- All files downloaded from the Internet, received via e-mail or on removable media such as a memory stick must be checked for any viruses using school provided anti-virus software before being used.
- Never interfere with any anti-virus software installed on school ICT equipment.
- If your machine is not routinely connected to the school network, you must make provision for regular virus updates through your IT team.
- If you suspect there may be a virus on any school ICT equipment, stop using the equipment and contact your ICT support provider immediately. The ICT support provider will advise you what actions to take and be responsible for advising others that need to know.

## Data Security

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### Security

- The school gives relevant staff access to its Management Information System, with a unique username and password
- It is the responsibility of everyone to keep passwords secure
- Staff are aware of their responsibility when accessing school data
- Staff have been issued with the relevant guidance documents and the Policy for ICT Acceptable Use
- Staff keep all school related data secure. This includes all personal, sensitive, confidential or classified data
- Staff should avoid leaving any portable or mobile ICT equipment or removable storage media in unattended vehicles. Where this is not possible, keep it locked out of sight
- Staff should always carry portable and mobile ICT equipment or removable media as hand luggage, and keep it under your control at all times
- It is the responsibility of individual staff to ensure the security of any personal or sensitive information contained in documents faxed, copied, scanned or printed. This is particularly important when shared copiers (multi-function print, fax, scan and copiers) are used
- Anyone sending a confidential or sensitive fax should notify the recipient before it is sent

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### Protective Marking of Official Information

Staff must be trained to understand that they are personally responsible for securely handling any information that is entrusted to them, in line with local business processes.

- There is no requirement to mark routine OFFICIAL information.
- Optional descriptors can be used to distinguish specific type of information.
- Use of descriptors is at an organisation's discretion.
- Existing information does not need to be remarked.

In such cases where there is a clear and justifiable requirement to reinforce the 'need to know', assets should be conspicuously marked: '**OFFICIAL-SENSITIVE**'

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### Relevant Responsible Persons

Senior members of staff should be familiar with information risks and the school's response. Previously called a Senior Information Risk Officer (SIRO), the Headteacher has the following responsibilities:

- lead on the information risk policy and risk assessment
- advise school staff on appropriate use of school technology
- act as an advocate for information risk management

## Disposal of Redundant ICT Equipment Policy

- All redundant ICT equipment will be disposed of through an authorised agency. This should include a written receipt for the item including an acceptance of responsibility for the destruction of any personal data
- All redundant ICT equipment that may have held personal data will have the storage media over written multiple times to ensure the data is irretrievably destroyed. Or if the storage media has failed it will be physically destroyed. We will only use authorised companies who will supply a written guarantee that this will happen
- Disposal of any ICT equipment will conform to:  
The Waste Electrical and Electronic Equipment Regulations 2006  
The Waste Electrical and Electronic Equipment (Amendment) Regulations 2007  
<http://www.environment-agency.gov.uk/business/topics/waste/32084.aspx>  
[http://www.opsi.gov.uk/si/si2006/uksi\\_20063289\\_en.pdf](http://www.opsi.gov.uk/si/si2006/uksi_20063289_en.pdf)  
[http://www.opsi.gov.uk/si/si2007/pdf/uksi\\_20073454\\_en.pdf?lang=e](http://www.opsi.gov.uk/si/si2007/pdf/uksi_20073454_en.pdf?lang=e)

Data Protection Act 1998

<https://ico.org.uk/for-organisations/education/>

Electricity at Work Regulations 1989

[http://www.opsi.gov.uk/si/si1989/Uksi\\_19890635\\_en\\_1.htm](http://www.opsi.gov.uk/si/si1989/Uksi_19890635_en_1.htm)

- The school will maintain a comprehensive inventory of all its ICT equipment including a record of disposal
  - The school's disposal record will include:
    - Date item disposed of
    - Authorisation for disposal, including:
      - verification of software licensing
      - any personal data likely to be held on the storage media? \*
    - How it was disposed of e.g. waste, gift, sale
    - Name of person & / or organisation who received the disposed item
- \* if personal data is likely to be held the storage media will be over written multiple times to ensure the data is irretrievably destroyed.
- Any redundant ICT equipment being considered for sale / gift will have been subject to a recent electrical safety check and hold a valid PAT certificate

Further information available at:

### Waste Electrical and Electronic Equipment (WEEE) Regulations

#### Environment Agency web site

Introduction

<http://www.environment-agency.gov.uk/business/topics/waste/32084.aspx>

The Waste Electrical and Electronic Equipment Regulations 2006

[http://www.opsi.gov.uk/si/si2006/uksi\\_20063289\\_en.pdf](http://www.opsi.gov.uk/si/si2006/uksi_20063289_en.pdf)

The Waste Electrical and Electronic Equipment (Amendment) Regulations 2007

[http://www.opsi.gov.uk/si/si2007/pdf/uksi\\_20073454\\_en.pdf?lang=e](http://www.opsi.gov.uk/si/si2007/pdf/uksi_20073454_en.pdf?lang=e)

#### Information Commissioner website

<https://ico.org.uk/>

#### Data Protection Act – data protection guide, including the 8 principles

<https://ico.org.uk/for-organisations/education/>

#### PC Disposal – SITSS Information

[http://www.thegrid.org.uk/info/traded/sitss/services/computer\\_management/pc\\_disposal](http://www.thegrid.org.uk/info/traded/sitss/services/computer_management/pc_disposal)

## email

The use of email within most schools is an essential means of communication for both staff and pupils. In the context of school, email should not be considered private. Educationally, email can offer significant benefits including; direct written contact between schools on different projects, be they staff based or pupil based, within school or international. We recognise that pupils need to understand how to style an email in relation to their age and how to behave responsible online.

Staff and governors should use a school email account for all official communication to ensure that children are protected through the traceability of all emails through the school email system. In addition, it is important that governors are protected against possible allegations of inappropriate contact with children. This is to help mitigate the chance of issues occurring and is an essential element of the safeguarding agenda.

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### Managing email

- The school gives all staff their own email account to use for all school business as a work based tool This is to protect staff, minimise the risk of receiving unsolicited or malicious emails and avoids the risk of personal profile information being revealed
- Staff should use their school email for all professional communication.
- It is the responsibility of each account holder to keep the password secure. For the safety and security of users and recipients, all mail is filtered and logged; if necessary email histories can be traced. The school email account should be the account that is used for all school business
- Under no circumstances should staff contact pupils, parents or conduct any school business using personal email addresses
- All emails should be written and checked carefully before sending, in the same way as a letter written on school headed paper
- Staff sending emails to external organisations, parents or pupils are advised to cc. their line manager or senior leader in the school
- Pupils may only use school approved accounts on the school system and only under direct teacher supervision for educational purposes
- Emails created or received as part of your school job will be subject to disclosure in response to a request for information under the Freedom of Information Act 2000. You must therefore actively manage your email account as follows:
  - **Delete all emails of short-term value**
  - **Organise email into folders and carry out frequent house-keeping on all folders and archives**
- The forwarding of chain emails is not permitted inschool.
- All pupil email users are expected to adhere to the generally accepted rules of responsible online behaviour particularly in relation to the use of appropriate language and not revealing any personal details about themselves or others in email communication, or arrange to meet anyone without specific permission, virus checking attachments

- Pupils must immediately tell a teacher/ trusted adult if they receive an offensive or upsetting email
  - Staff must inform (the Online/eSafety coordinator or line manager) if they receive an offensive email
  - However you access your school email (whether directly, through webmail when away from the office or on non-school hardware) all the school email policies apply
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## **Sending emails**

- If sending emails containing personal, confidential, classified or financially sensitive data to external third parties or agencies, refer to the Section **Error! Reference source not found.**
  - Use your own school email account so that you are clearly identified as the originator of a message
  - Keep the number and relevance of email recipients, particularly those being copied, to the minimum necessary and appropriate
  - Do not send or forward attachments unnecessarily. Whenever possible, send the location path to the shared drive rather than sending attachments
  - School email is not to be used for personal advertising
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## **Receiving emails**

- Check your email regularly
  - Activate your 'out-of-office' notification when away for extended periods
  - Never open attachments from an untrusted source
  - Do not use the email systems to store attachments. Detach and save business related work to the appropriate shared drive/folder
  - The automatic forwarding and deletion of emails is not allowed
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## **Emailing Personal or Confidential Information**

- Where your conclusion is that email must be used to transmit such data:

**Either:**

Use Schoolsfx, Hertsfx or Hertfordshire's web-based Secure File Exchange portal that enables schools to send and receive confidential files securely  
<http://www.thegrid.org.uk/eservices/schoolsfx.shtml>

**Or:**

Obtain express consent from your manager to provide the information by email and exercise caution when sending the email and always follow these checks before releasing the email:

- Encrypt and password protect. See <http://www.thegrid.org.uk/info/dataprotection/#securedata>
  - Verify the details, including accurate email address, of any intended recipient of the information
  - Verify (by phoning) the details of a requestor before responding to email requests for information
  - Do not copy or forward the email to any more recipients than is absolutely necessary
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- Do not send the information to any person whose details you have been unable to separately verify (usually by phone)
  - Send the information as an encrypted document **attached** to an email
  - Provide the encryption key or password by a **separate** contact with the recipient(s)
  - Do not identify such information in the subject line of any email
  - Request confirmation of safe receipt

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## **Pupils with Additional Needs**

The school endeavours to create a consistent message with parents/carers for all pupils and this in turn should aid establishment and future development of the schools' Online and eSafety and online rules.

However, staff are aware that our pupils require additional support or teaching including reminders, prompts and further explanation to reinforce their existing knowledge and understanding of eSafety and online issues.

Where a pupil has significantly low social understanding, careful consideration is given to group interactions when raising awareness of online eSafety. Internet activities are planned and well managed for these children and young people.

## eSafety and online safe practices

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### eSafety - Roles and Responsibilities

As eSafety is an important aspect of strategic leadership within the school, the Head and governors have ultimate responsibility to ensure that the policy and practices are embedded and monitored. The named eSafety co-ordinator in this school is *Stephen Houlton-Allen* who has been designated this role as a member of the senior leadership team. All members of the school community have been made aware of who holds this post. It is the role of the eSafety co-ordinator to keep abreast of current issues and guidance through organisations such as HCC, Herts for Learning Ltd, CEOP (Child Exploitation and Online Protection) and Childnet.

Senior Management and governors are updated by the Head/ eSafety co-ordinator and all governors have an understanding of the issues and strategies at our school in relation to local and national guidelines and advice.

This policy, supported by the school's acceptable use agreements for staff, governors, visitors and pupils, is to protect the interests and safety of the whole school community. It is linked to the following mandatory school policies: child protection, health and safety, home-school agreements, and behaviour/pupil discipline (including the anti-bullying) policy and PSHCE.

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### eSafety in the Curriculum

ICT and online resources are increasingly used across the curriculum. We believe it is essential for eSafety guidance to be given to the pupils on a regular and meaningful basis. eSafety is embedded within our curriculum and we continually look for new opportunities to promote eSafety.

- The school has a framework for teaching IT through the Computing and ICT curriculum
- The school provides opportunities within a range of curriculum areas to teach about eSafety
- Educating pupils about the online risks that they may encounter outside school is done informally when opportunities arise and as part of the eSafety curriculum
- Pupils are aware of the relevant legislation when using the internet such as data protection and intellectual property which may limit what they want to do but also serves to protect them
- Pupils are taught about copyright, respecting other people's information, safe use of images and other important areas through discussion, modeling and appropriate activities
- Pupils are aware of the impact of Cyberbullying and know how to seek help if they are affected by any form of online bullying. Pupils are also aware of where to seek advice or help if they experience problems when using the internet and related technologies; i.e. parent/ carer, teacher/ trusted staff member, or an organisation such as Childline or the 'CEOP report abuse' button
- Pupils are taught to critically evaluate materials and learn good searching skills through cross curricular teacher models, discussions and via the Computing curriculum

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## **eSafety Skills Development for Staff**

- Our staff receive regular information and training on eSafety and how they can promote the 'Stay Safe' online messages in the form of training.
- Details of the ongoing staff training programme can be requested
- New staff receive information on the school's acceptable use policy as part of their induction
- All staff have been made aware of their individual responsibilities relating to the safeguarding of children within the context of eSafety and know what to do in the event of misuse of technology by any member of the school community
- All staff are encouraged to incorporate eSafety activities and awareness within their curriculum areas and ensure they are adequately informed with up-to-date areas of concern.

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## **Managing the School eSafety Messages**

- We endeavour to embed eSafety messages across the curriculum whenever the internet and/or related technologies are used
- The eSafety policy will be introduced to the pupils at the start of each school year
- The key eSafety advice will be promoted widely through school displays, newsletters, class activities and so on
- We will participate in local and national Safer Internet activities

# Incident Reporting, eSafety Incident Log & Infringements

## Incident Reporting

Any security breaches or attempts, loss of equipment and any unauthorised use or suspected misuse of ICT must be immediately reported to the school's relevant responsible person or eSafety Co-ordinator. Additionally, all security breaches, lost/stolen equipment or data (including remote access SecureID tokens and PINs), virus notifications, unsolicited emails, misuse or unauthorised use of ICT and all other policy non-compliance must be reported to your Information Asset Owner.

## eSafety Incident Log

Keeping an incident log can be a good way of monitoring what is happening and identify trends or specific concerns.

### 'School name' eSafety Incident Log

Details of ALL eSafety incidents to be recorded by the eSafety Coordinator. This incident log will be monitored termly by the Headteacher, Member of SLT or Chair of Governors. Any incidents involving Cyberbullying may also need to be recorded elsewhere

Date & Time	Name of pupil or staff member	Male or Female	Room and computer/device number	Details of incident (including evidence)	Actions and reasons

This can be downloaded <http://www.thegrid.org.uk/eservices/safety/incident.shtml>

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## Misuse and Infringements

### Complaints

Complaints and/ or issues relating to eSafety should be made to the eSafety co-ordinator or Headteacher. Incidents should be logged and the **Hertfordshire Flowcharts for Managing an eSafety Incident** should be followed.

### Inappropriate Material

- All users are aware of the procedures for reporting accidental access to inappropriate materials. The breach must be immediately reported to the eSafety co-ordinator
- Deliberate access to inappropriate materials by any user will lead to the incident being logged by the relevant responsible person, and an investigation by the Headteacher.
- Depending on the seriousness of the offence, sanctions could include immediate suspension, possibly leading to dismissal and involvement of police for very serious offences (see flowchart)
- Users are made aware of sanctions relating to the misuse or misconduct by the school disciplinary policy

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## Flowcharts for Managing an eSafety Incident

These three flowcharts have been developed by the HSCB eSafety subgroup and are designed to help schools successfully manage eSafety incidents

<http://www.thegrid.org.uk/eservices/safety/incident.shtml>