

Social Media and Photography Policy

Key principles

- Safeguarding young people is a key responsibility of all staff, trustees, volunteers and ambassadors (members) and it is essential that everyone at Power2Inspire (P2I / The Charity) considers this and acts responsibly if they are using social networking sites out of P2I involvement
- All stakeholders at P2I have a responsibility to ensure that they protect the reputation of the charity, and to treat fellow stakeholders of P2I with dignity and respect
- It is important to protect the charity from allegations and misinterpretations which can arise from the use of social networking sites. Consequently, we would request that all social media commentary relating to P2I is of a positive nature – please think carefully before making comments that may lead to unintended consequences

Social media and social networking sites play an important role in the lives of many people. We recognise that sites bring risks, but equally there are many benefits to be reaped. This policy gives clarity and provides guidance for members of P2I and their beneficiaries.

Use of social networking by members in a personal capacity

It is possible that a high proportion of members will have their own social networking site accounts. It is important for them to protect their professional reputation by ensuring that they use their personal accounts in an appropriate manner.

Guidelines are issued as:

- Never add participants as ‘friends’ into personal accounts
- Do not post negative comments about the charity or its members
- Do not post information or opinions about the charity or its members
- Do not use social networking sites during events (for personal use)
- Review and adjust privacy settings to give yourself the appropriate level of privacy and confidentiality.
- Inappropriate use should be referred to the CEO (John Willis – John.Willis@Power2Inspire.org.uk) in the first instance, and may lead to disciplinary action.

Comments posted by Participants/Parents/Carers

Participants/Parents/Carers will be made aware of their responsibilities regarding their use of social networking. The charity's policies and documents provide further information regarding appropriate channels of communication and means of resolving differences of opinion.

Guidelines are issues as:

- Participants/Parents/Carers must not post pictures of anyone, other than themselves or their own children, on social networking sites where these photographs have been taken at a P2I event.
- Participants/Parents/Carers should make complaints through official P2I channels rather than posting them on social networking sites.
- Participants/Parents/Carers should not post malicious or fictitious comments on social networking sites about P2I or its members.

Dealing with incidents of online bullying/inappropriate use of social networking sites

The Anti-Bullying Policy sets out the processes and sanctions regarding any type of bullying and Harassment by members.

In the case of inappropriate use of social networking by participants/parents/carers, the charity will contact them asking them to remove such comments and seek redress through the appropriate channels such as the Complaints Policy.

The charity understands that, "There are circumstances in which police involvement is appropriate. These include where postings have a racist element or where violence is threatened or encouraged." Furthermore, "Laws of defamation and privacy still apply to the web and it is unlawful for statements to be written which:

- expose (an individual) to hatred, ridicule or contempt;
- cause (an individual) to be shunned or avoided;
- lower (an individual's) standing in the estimation of right-thinking members of society; or
- disparage (an individual in their) business, trade, office or profession.";

As such, should the charity or its Trustees believe that police involvement is necessary then they will report online incidents to the police.

Charity Social Media Accounts

The charity runs a Facebook, Twitter, Instagram and LinkedIn accounts. These accounts are used in order to highlight activities, send messages regarding upcoming events, to share of vision and mission, engage with those people linked to our cause and so on. In order to ensure that we are able to use this with limited risk we:

- Do not publish photos of people without their consent
- Ensure that we do not share data that may breach any data protection laws

Photography Policy

No member is permitted to use their own personal mobile phones to take or record any images at P2I events.

- Under the data protection act of 1998, the charity must seek consent to take photographs and use video recorders. Photographs will be stored on the P2I network which is only accessible through password protected documents and specific users.
- The charity's cameras must not leave the P2I registered office, unless for an event.
- Photographs of children may be taken and used in accordance with parental consent obtained via the Permission Form where necessary. P2I will adopt school policies regarding photography when attending events in school settings or with school pupils.
- Events may be recorded by video and photographs by members or participants/parent/carers but always in full view of all attending.
- Participants/Parents/Carers must not post photographs or video containing other children on social media websites. (See Policy above).
- The senior staff/volunteer/trustee will remind Participants/Parents/Carers of the rules regarding photos with children other than their own at each event.

Last updated: 27 April 2021

Date of next review: 27 April 2022

Alex Laybourne
27th April 2021