

THE HEATH ACADEMY TRUST

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E-Safety Policy

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2023	September 2023	Annual review and HAT changes
2024	September 2024	Annual review
2025	September 2025	Annual review
2025 v2	March 2026	Changes to use of mobile phones in school wording on page 4, addition of a linked policies table and reference to new trust social networking policy

E-Safety Policy

Oakhurst Community First and Nursery School, Sixpenny Handley First School & Nursery, St Mary's CE First School and Nursery, St James' CE First School & Nursery, Three Legged Cross First School and Nursery & St Ives Primary & Nursery School

Policy Statement

For clarity, the E-safety Policy uses the following terms unless otherwise stated:

Users - refers to staff, Local Schools Committee, school volunteers, students and any other person working in or on behalf of the school, including contractors.

Parents – any adult with a legal responsibility for the child/young person outside the school e.g. parent, guardian or carer.

School – any school business or activity conducted on or off the school site, e.g. visits, conferences, school trips etc.

Wider school community – students, all staff, Local Schools Committee, parents.

Safeguarding is a serious matter; at Heath Academy Trust we use technology and the Internet extensively across all areas of the curriculum. Online safeguarding, known as e-safety is an area that is constantly evolving and therefore this policy will be reviewed on an annual basis or in response to an e-safety incident, whichever is sooner.

The primary purposes of this policy are:

- To ensure the requirement to empower the whole school community with the knowledge to stay safe and risk free is met.
- To ensure risks are identified, assessed and mitigated (where possible) in order to reduce any foreseeability of harm to the student or liability to the school.

This policy is available for anybody to read on the Heath Academy Trust website and individual school websites. Upon annual review, all staff members must sign that they have read and understood both the E-safety policy and the Social Networking Policy/Staff Acceptable Use Policy. See Appendix 1 for a full list of each school within the Heath Academy Trust and the named individuals assigned to each role.

Policy Governance (Roles & Responsibilities)

Trust Board

The Heath Academy Trust board is accountable for ensuring that all Trust schools have effective policies and procedures in place, therefore, they will:

- Review this policy at least annually and in response to any e-safety incident to ensure that the policy is up to date, covers all aspects of technology used within the schools, ensure e-safety incidents were appropriately dealt with and ensure the policy was effective in managing those incidents.
- The Trust board has overall responsibility for the governance of e-safety at each school and will:
 - Keep up to date with emerging risks and threats through technology use.
 - Local School Committee members will receive regular updates from the Headteacher in regards to training, identified risks and any incidents.

Headteacher

The Headteacher has overall responsibility for e-safety within each of the Trust schools. The day-to-day management of this will be delegated to a member of staff within each school, the E-safety Officer (or more than one), as indicated in Appendix 1.

The Headteacher will ensure that:

- E-safety training throughout the school is planned and up to date and appropriate to the recipient, i.e. students, all staff, senior leadership team, Local Schools Committee and parents.
- The designated E-safety Officer(s) has had appropriate CPD in order to undertake the day to day duties.
- All E-safety incidents are dealt with promptly and appropriately.

E-safety Officer

The E-safety Officer will:

- Keep up to date with the latest risks to children whilst using technology; familiarise him/herself with the latest research and available resources for school and home use.
- Review this policy regularly and bring any matters to the attention of the Headteacher.
- Advise the Headteacher, Local Schools Committee on all e-safety matters.
- Engage with parents and the school community on e-safety matters at school and/or at home.
- Liaise with the local authority, IT technical support and other agencies as required.
- Retain responsibility for the e-safety incident log; ensure staff know what to report and ensure the appropriate audit trail.
- Ensure any technical e-safety measures in school (e.g. Internet filtering software, behavior management software) are fit for purpose through liaison with the local authority and/or ICT Technical Support.
- Make themselves aware of any reporting function with technical e-safety measures, i.e. internet filtering reporting function; liaise with the Headteacher to decide on what reports may be appropriate for viewing.

ICT Technical Support Staff

(Note: if you outsource (buy-in) your technical support this policy must be brought to their attention and signed as if they are a member of staff)

Technical support staff are responsible for ensuring that:

- The IT technical infrastructure is secure; this will include at a minimum:

- Anti-virus is fit-for-purpose, up to date and applied to all capable devices.
- Windows (or other operating system) updates are regularly monitored and devices updated as appropriate.
- Any e-safety technical solutions such as Internet filtering are operating correctly.
- Filtering levels are applied appropriately and according to the age of the user; that categories of use are discussed and agreed with the e-safety officer and Headteacher.
- Passwords are applied to all users regardless of age.

All Staff

Staff are to ensure that:

- All details within this policy are understood. If anything is not understood it should be brought to the attention of the Headteacher.
- Any e-safety incident is reported to the E-safety Officer (and an e-safety Incident report is made), or in their absence to the Headteacher. If you are unsure the matter is to be raised with the E-safety Officer or the Headteacher to make a decision.
- The reporting flowcharts contained within this e-safety policy are fully understood.

All Students

The boundaries of use of ICT equipment and services in this school are given in the student Acceptable Use Policy; any deviation or misuse of ICT equipment or services will be dealt with in accordance with the behavior policy.

E-safety is embedded into the curriculum; students will be given the appropriate advice and guidance by staff. Similarly all students will be fully aware how they can report areas of concern whilst at school or outside of school.

There must be no use of a mobile phone or any smart device by children on the school site. Schools with Year 5 and 6 children who walk to and from school are permitted to bring a non-smart mobile phone. Any children that do bring such a phone into school must log it in to a safe place in the school at the beginning of the day and log it out at the end of the day.

The only exception to this is where there is a medical need for a smart device, for example for monitoring insulin levels. Where this is a requirement this will be discussed with the school leader and the device will not be used for any other function.

Parents and Carers

Parents play the most important role in the development of their children, therefore, the schools within the Heath Academy Trust will ensure that parents have the skills and knowledge they need to ensure the safety of children outside the school environment. Through parents evenings, school newsletters and online learning, the school will keep parents up to date with new and emerging e-safety risks, and will involve parents in strategies to ensure that students are empowered.

Parents must also understand the school needs to have rules in place to ensure that their child can be properly safeguarded.

Technology

The Heath Academy Trust schools use a range of devices including PCs, laptops and iPads. In order to safeguard the student and in order to prevent loss of personal data we employ the following assistive technology:

Internet Filtering – we use software that prevents unauthorised access to illegal websites. It also prevents access to inappropriate websites; appropriate and inappropriate is determined by the age of the user and will be reviewed in line with this policy or in response to an incident, whichever is sooner.

The Designated Safeguarding Lead (DSL) and Deputy DSL have lead responsibility for safeguarding and child protection which includes online safety and understanding the filtering and monitoring systems and processes in place.

Email Filtering – we use software that prevents any infected email to be sent from the school, or to be received by the school. Infected is defined as: an email that contains a virus or script (i.e. malware) that could be damaging or destructive to data; spam email such as a phishing message.

Encryption – No data is to leave the Heath Academy Trust schools on an un-encrypted USB drive; all such devices that are kept on school property and which may contain personal data are encrypted. Any breach (i.e. loss/theft of such a device) is to be brought to the attention of the Headteacher immediately. The Headteacher will liaise with the Trust to ascertain whether a report needs to be made to the Information Commissioner's Office.

(Note: Encryption does not mean password protected)

Passwords – all staff will be unable to access a PC or laptop without a username and password. Staff passwords will change every 180 days or where there has been a compromise, whichever is sooner. The ICT Coordinator and IT Support will be responsible for ensuring that passwords are changed.

Anti-Virus – All capable devices will have anti-virus software. This software will be updated at least weekly for new virus definitions. IT Support will be responsible for ensuring this task is carried out, and will report to the Headteacher if there are any concerns. All USB peripherals such as USB drives are to be scanned for viruses before use.

Safe Use

Internet – Use of the Internet in school is a privilege, not a right. Internet use will be granted to staff upon signing this E-safety and the staff Acceptable Use Policy.

All staff, students and parents of students are informed that Internet activity may be monitored in order to ensure as much as possible that users are not exposed to illegal or inappropriate websites, and to ensure as much as possible that users do not actively seek access to illegal or inappropriate websites.

Email – All staff are reminded that emails are subject to Freedom of Information requests, and, therefore, the email service is to be used for professional work-based emails only. Emails of a personal nature are not permitted. Similarly use of personal email addresses for work purposes is not permitted.

Photos and videos – Digital media such as photos and videos are covered in the schools' Admissions Form and are re-iterated here for clarity. All parents must sign that they agree for their child to be present in photographs/videos that are published on the school website or other digital media. If a parent has not agreed this, then that child's photograph/video must not appear on such media.

Social Networking – there are many social networking services available; the Heath Academy Trust is fully supportive of social networking as a tool to engage and collaborate with learners, and to engage with parents and the wider school community. Social media services are permitted for use within the Heath Academy Trust, as prescribed in the trust Social Networking Policy, and having been appropriately risk assessed; should staff wish to use other social media, permission must first be sought via the E-safety Officer who will advise the Headteacher for a decision to be made. Any new service will be risk assessed before use is permitted. You should refer to the Social Networking Policy for further guidance.

A broadcast service is a one-way communication method in order to share school information with the wider school community.

The following is to be strictly adhered to:

- Permission slips must be consulted before any image or video of any child is uploaded.

- There is to be no identification of students using first name and surname; first name only is to be used.
- Where services are “comment enabled”, comments are to be set to “moderated”.
- All posted data must conform to copyright law; images, videos and other resources that are not originated by the school are not allowed unless the owner’s permission has been granted or there is a license which allows for such use (i.e. creative commons).

Notice and take down policy – should it come to the school’s attention that there is a resource which has been inadvertently uploaded, and the school does not have copyright permission to use that resource, it will be removed within one working day.

Incidents - Any e-safety incident is to be brought to the immediate attention of the E-safety Officer, or in his/her absence the Headteacher. The E-safety Officer will assist you in taking the appropriate action to deal with the incident and to fill out an incident log.

Training and Curriculum - It is important that the wider school community is sufficiently empowered with the knowledge to stay as risk free as possible whilst using digital technology; this includes updated awareness of new and emerging issues.

E-safety for students is embedded into the curriculum; whenever ICT is used in the school, staff will ensure that there are positive messages about the safe use of technology and risks as part of the student’s learning. The Heath Academy Trust schools will teach important e-safety messages through appropriate resources. As well as a program of training the Heath Academy Trust will establish further training or lessons as necessary in response to any incidents.

The e-safety Officer is responsible for recommending a program of training and awareness for the school year to the Headteacher for consideration and planning. Should any member of staff feel they have had inadequate or insufficient training generally or in any particular area this must be brought to the attention of the Headteacher for further CPD.

PREVENT – A Community Safeguarding Program

Prevent is about safeguarding people and communities from the threat of terrorism. Prevent is 1 of the 4 elements of CONTEST, the Government’s counter-terrorism strategy. It aims to stop people becoming terrorists or supporting terrorism. At the heart of Prevent is safeguarding children and adults and providing early intervention to protect and divert people away from being drawn into terrorist activity.

If you see or hear something that could be terrorist related, call the Police Hotline on 0800 789 321.

If you are concerned about someone in your community, please contact the local police force by dialing 101 or if you require urgent police assistance, dial 999.

Links with other policies

This policy should be read in conjunction with the following documents for schools:

Policy / Document	Relevance
Social Networking Policy	The standards outlined in this policy should be followed when using social networking sites.
Disciplinary Policy	Use of information technology which is not in accordance with this policy or the trust’s policies may amount to misconduct or gross misconduct under the trust’s disciplinary policy and procedure.
Remote Education Policy	This policy applies to children who are learning remotely
Anti-Bullying and Harassment Policy	Where use of social networking sites can be interpreted to constitute a form of bullying or harassment of another member of staff this may be dealt with under the anti-bullying and harassment policy in the first instance.
Equal Opportunities Policy	Use of information technology should at all times be in accordance with the trust’s equal opportunities in employment policy.
Code of Conduct for all adults	The code sets out the standards of conduct expected of employees including maintaining the school’s and trust’s reputation, non-disclosure of confidential information and standards of behaviour expected.

Guidance for Safer Working Practice for Adults Who Work with Children and Young People	This document provides safeguarding guidance for all employees who work with children, young people and vulnerable adults, including guidance around communication with young people, photography and video.
Bring Your Own Device Policy	This policy sets out the arrangements for use of personal devices in school
Acceptable Use of AI Policy	This policy sets out acceptable and prohibited use of AI in schools

Acceptable Use Policy – Staff

Note: All Internet and email activity is subject to monitoring

You must read this policy in conjunction with the e-safety Policy. Once you have read and understood both you must sign to confirm this (*record sheet to be provided by the Office*).

Internet access - You must not access or attempt to access any sites that contain any of the following: child abuse; pornography; promoting discrimination of any kind; promoting racial or religious hatred; promoting illegal acts; any other information which may be illegal or offensive to colleagues. Inadvertent access must be treated as an e-safety incident, reported to the E-safety Officer and an incident sheet completed. Users are reminded that Internet activity may be monitored.

Social networking – is allowed in school in accordance with the e-safety and social networking policies only. Staff using social networking for personal use should never undermine the school, its staff, parents or children. Staff should not become “friends” with parents or pupils on personal social networks. (See separate Social Networking Policy).

Use of Email – staff are not permitted to use school email addresses for personal business. All email should be kept professional. Staff are reminded that school data, including emails, is open to Subject Access Requests under the Freedom of Information Act.

Passwords - Staff should keep passwords private. There is no occasion when a password needs to be shared with another member of staff or student, or IT support.

Data Protection – If it is necessary for you to take work home, or off site, you should ensure that your device (such as USB drive) is encrypted. On no occasion should data concerning personal information be taken offsite on an unencrypted USB drive.

Personal Use of School ICT - You are not permitted to use ICT equipment for personal use unless specific permission has been given from the Headteacher who will set the boundaries of personal use.

Images and Videos - You should not upload onto any internet site or service images or videos of yourself, other staff or pupils without consent. This is applicable professionally (in school) or personally (i.e. staff outings).

Use of Personal ICT - use of personal ICT equipment is at the discretion of the Headteacher. Permission must be sought stating the reason for using personal equipment; a risk assessment will be carried out by IT support and the e-safety Officer.

Viruses and other malware - any virus outbreaks are to be reported to the IT Technical Support Staff as soon as it is practical to do so, along with the name of the virus (if known) and actions taken by the school.

e-safety – like health and safety, e-safety is the responsibility of everyone to everyone, therefore, you will promote positive e-safety messages in all use of ICT whether you are with other members of staff or with students.

Acceptable Use Policy – Students

Our Charter of Good Online Behaviour

Note: All Internet and email activity is subject to monitoring

I Promise – to only use the school ICT for schoolwork that the teacher has asked me to do.

I Promise – not to look for or show other people things that may be upsetting.

I Promise – to show respect for the work that other people have done.

I will not – use other people's work or pictures without permission to do so.

I will not – damage the ICT equipment, if I accidentally damage something I will tell my teacher.

I will not – share my password with anybody. If I forget my password I will let my teacher know.

I will not – use other people's usernames or passwords.

I will not – share personal information online with anyone.

I will not – download anything from the Internet unless my teacher has asked me to.

I will – let my teacher know if anybody asks me for personal information.

I will – let my teacher know if anybody says or does anything to me that is hurtful or upsets me.

I will – be respectful to everybody online ; I will treat everybody the way that I want to be treated.

I understand – that some people on the Internet are not who they say they are, and some people can be unkind. I will tell my teacher if I am ever concerned in school, or a trusted adult if I am at home.

I understand – that Internet activity may be monitored.

I understand – if I break the rules in this charter there will be consequences of my actions and my parents will be told.

Letter to Parents:

Dear Parent/Guardian

Use of the Internet in school is a vital part of the education of your child. Our school makes extensive use of the Internet in order to enhance their learning and provide facilities for research, collaboration and communication.

You will be aware that the Internet is host to a great many illegal and inappropriate websites, and, therefore we will ensure as far as possible that your child is unable to access sites such as this. We are able to do this using advanced software known as an Internet filter. This filter categorises websites in accordance with their content; the school allows or denies these categories dependent upon the age of the children.

The software also allows us to monitor Internet use; the Internet filter can keep logs of which user has accessed which Internet sites, and when. Security and safeguarding of your child are of the utmost importance in our school; in order to ensure that there have been no attempts of inappropriate Internet activity we may occasionally monitor these logs. If we believe there has been questionable activity involving your child we will inform you of the circumstances.

At the beginning of each school year we explain the importance of Internet filtering to your child. Furthermore, we explain that there has to be a balance of privacy and safety; we also inform them that we can monitor their activity. All children are given the opportunity to ask questions and give their viewpoint. We would like to extend that opportunity to you also; if you have any questions or concerns please come and see us.

Yours sincerely

Headteacher

E-safety Incident Reporting Log						
Heath Academy Trust			School:			
Date	Time	Incident	Action Taken		Incident Reported By	Signature
			What?	By Whom?		

Risk Log

No.	Activity	Risk	Likelihood	Impact	Score	Mitigation	Owner
1.	Internet browsing	Access to inappropriate/illegal content - staff	1	3	3	E-safety education of staff, E-safety policy, Internet filtering and monitoring in place.	E-safety Officer, Drift
2.	Internet browsing	Access to inappropriate/illegal content - students	3	3	9	E-safety education of students, internet filtering and monitoring in place.	E-safety Officer, Drift
3.	Social Media	Inappropriate comments	2	2	4	E-safety education of staff, E-safety policy.	E-safety Officer
4.	Social Media	Using copyright material	1	3	3	Education of staff.	E-safety Officer
5.	Social Media	Publishing photographs of students without permission	1	3	3	Education of staff, list of pupils without permission.	E-safety Officer
6.	Student laptops	Students taking laptops home – access to inappropriate/illegal content at home	1	3	3	E-safety education of students/parents, Acceptable Use Policy agreement with students.	E-safety Officer
7.	Student iPads	Students taking iPads home – access to inappropriate/illegal content at home	1	3	3	E-safety education of students/parents, Acceptable Use Policy agreement with students.	E-safety Officer
8.	System Access	Unauthorised individuals access the restricted drives	1	3	3	E-safety (password) education of staff, E-safety policy.	E-safety Officer
9.	System Failure	Staff/students are unable to access the system	2	3	6	Drift IT Support.	E-safety Officer, Drift
10.	Server Failure	Data/documents are corrupted/lost due to server failure	1	3	3	Server back up, Drift IT Support.	E-safety Officer, Drift

Likelihood: How likely is it that the risk could happen (foreseeability).

Impact: What would be the impact to the school (e.g. this could be in terms of legality, reputation, complaints from parents, reporting in press etc.)

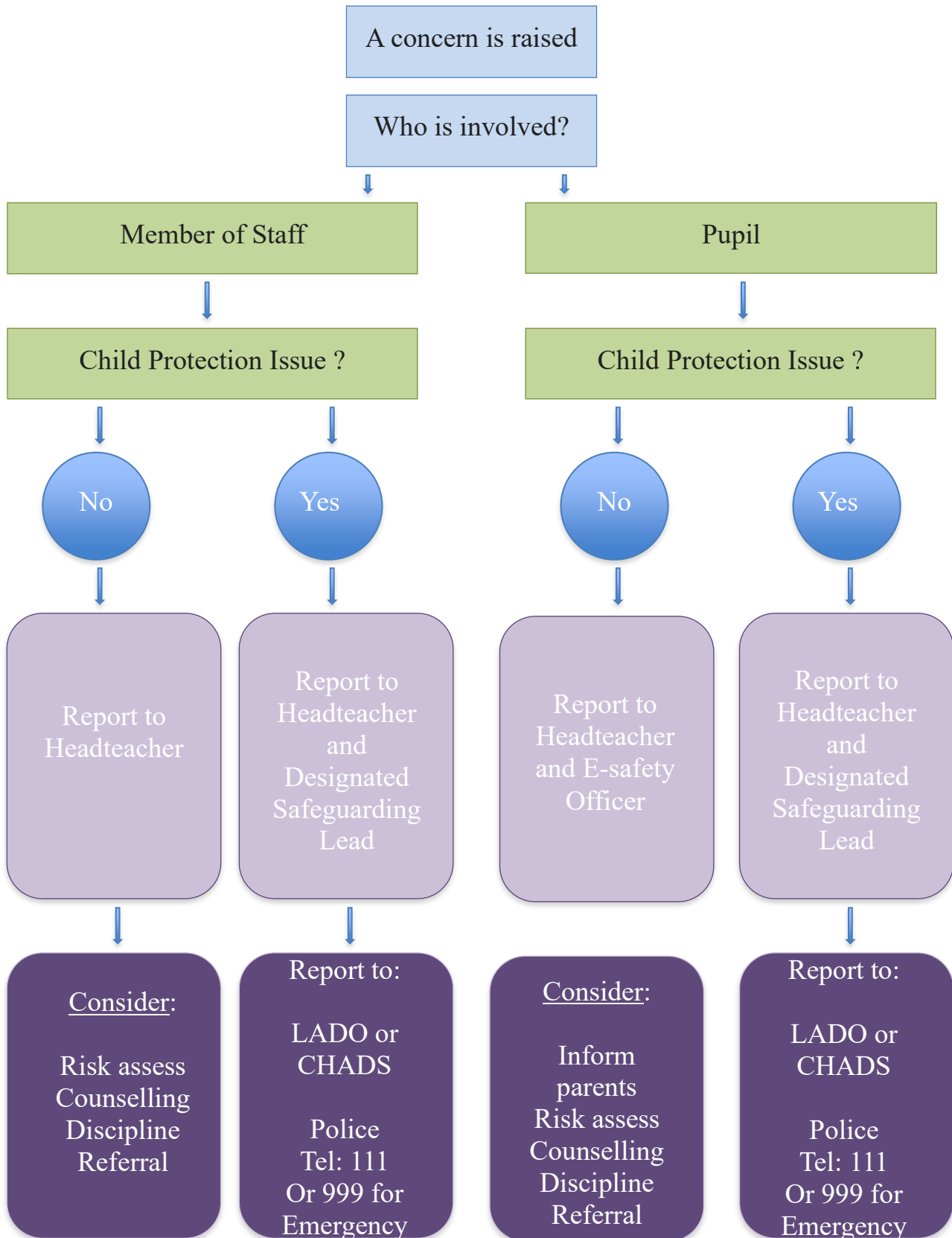
Likelihood and Impact are between 1 and 3, 1 being the lowest. Multiply Likelihood and Impact to achieve score.

LEGEND/SCORE: 1 – 3 = Low Risk 4 – 6 = Medium Risk 7 – 9 = High Risk

Owner: The person who will action the risk assessment and recommend the mitigation to Headteacher and Local Schools Committee

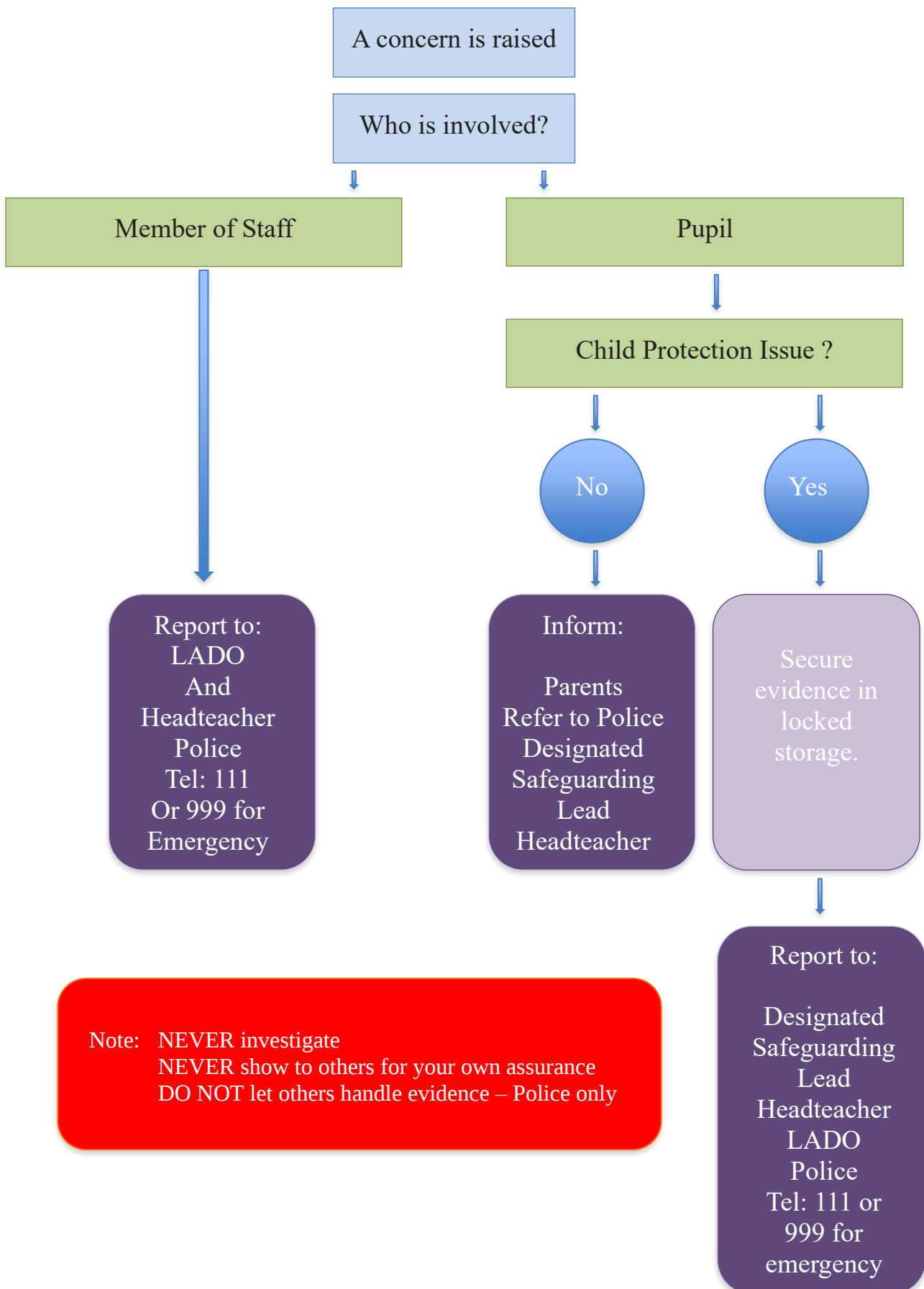
Final decision rests with Headteacher and Local Schools Committee.

Inappropriate Activity Flowchart



If you are in any doubt, consult the Headteacher or Designated Safeguarding Lead

Illegal Activity Flowchart



Appendix 1

This E-safety Policy applies to all schools within the Heath Academy Trust. Each school is listed below with the named individuals assigned to each role.

Oakhurst Community First and Nursery School

Headteacher: Ann Clark

E-safety Officer: Ann Clark

Chair of Local Schools Committee: Holly Jones

Review Date: Sept 2025

Next Review: Sept 2026

Sixpenny Handley First and Nursery School

Head of School: Laura Stone

E-safety Officer: Laura Stone

Chair of Local Schools Committee: Abi Carlyle-Clarke

Review Date: Sept 2025

Next Review: Sept 2026

St Ives Primary and Nursery School

Headteacher: Laura Crossley

E-safety Officer: Eve Moore

Chair of Local Schools Committee: Mario Massimino

Review Date: Sept 2025

Next Review: Sept 2026

St James' CE First School and Nursery

Headteacher: Jo Hudson

E-safety Officer: Ben Spinks

Chair of Local Schools Committee: Sean Cooper

Review Date: Sept 2025

Next Review: Sept 2026

St Mary's CE First School and Nursery

Head of School:	Sarah Corbett
E-safety Officer:	Holly Longman
Chair of Local Schools Committee:	Michelle Scott-Ashcroft
Review Date: Sept 2025	Next Review: Sept 2026

Three Legged Cross First and Nursery School

Head of School:	Anna Morris
E-safety Officer:	Alex Hustler
Chair of Local Schools Committee:	Catherine Stevens
Review Date: Sept 2025	Next Review: Sept 2026