

Mobile Phone Policy Staff



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School Role:	Proprietor
Date:	01.09.2022

Next review date:	01.09.2023
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I agree that I have read and understood this policy, and that I am aware of my responsibilities in meeting the expectations stated within this policy.

Name	Signature

Mobile Phone Policy

Staff

Mobile Phone Policy for Staff Introduction: This policy outlines the acceptable use of mobile phones at Howard House School, in the context of safeguarding, underpinned by our statement of vision and values which permeates everything we do and say. At Howard House School, we recognise the vulnerability of our students and the potential for exploitation and abuse through the inappropriate use of mobile phones. We take steps to ensure that our safeguarding procedures are all-encompassing and robust.

The policy aims to:

- There is a shared understanding of and adherence to the policy by all stakeholders and visitors (including contractors, kitchen staff, cleaners) and ensure increased vigilance.
 - The awareness of all staff (including students on placement, volunteers and those from Supply Agencies) is raised in their role of safeguarding in all areas of school life.
 - A secure an environment in which students (and their families) are protected from the risk of images being recorded and used/stored for inappropriate purposes and make sure that students receive the undivided attention of adults at all time
- Key principles which underpin this policy:
- The safeguarding of students is of paramount importance
 - Every staff member is accountable for the safeguarding of our students
 - All students have a fundamental right to be protected from harm
 - Every child has a right to be valued as an individual and treated with dignity and respect

Mobile phones – Staff - acceptable use:

At Howard House School we recognise that mobile phones play an important part in our lives and when used as they are intended, can bring substantial benefits. We also acknowledge that there is a risk that they can be used for the taking, storing and using of images inappropriately in a way that denies student's right to dignity, privacy and respect and satiates a desire to exploit. They also have the potential to distract staff from their work with students.

All staff members must bring mobile phones onto the school site on the understanding that the device:

- Is used only in the staffroom, outside of the school gate, or in office spaces when no students are present.
- Only used during break times and at either end of the school day.
- When off-site, designated members of the group will have a mobile phone available for emergency contact with the school, with each other or with the emergency services. In this context phones will not be used to make or receive personal calls.
- Personal mobile phones must not be used to take photos of students except in very exceptional circumstances when permission from a senior leader must be sought and granted in advance and the image erased as soon as possible in the presence of a work colleague.
- Teachers who use a personal mobile phone, outside of the school day, to exchange information with parents must do so with extreme caution. Teachers are strongly discouraged from doing so. The above information is shared with new staff members as part of the induction process

Visitors (including parents, professionals, contractors):

Mobile Phone Policy Staff



- Visitors may bring mobile phones on to the school site but are asked to switch them off and place them out-of-sight until they leave exiting the school gates/reception. This is done as part of the meet-and-greet process in a way that makes clear our safeguarding priorities.
- Visitors found to be using their phones in contravention of this guidance will initially be reminded of the policy and ultimately asked to leave

A brief, jargon-free policy summary is available for staff to share with visitors. This ensures that the message is consistent and unequivocal where possible, all visitors are made aware of the mobile phone policy in advance either through written or verbal communication.

It is the responsibility of all staff members to exercise vigilance at all times and to raise concerns as soon as possible, either directly with the person who is contravening expectations or by reporting the incident to a senior leader as soon as possible after the event.

In the event that you have a concern or are contacted by external party regarding safe guarding emergency, the DSL (Designated safeguarding Lead), and deputy lead. The DSL and DDSL should be contacted immediately concern is raised/reported. Detail surrounding reported incidents will be investigated and action taken accordingly. If a staff member is found to have contravened policy expectations the matter will be dealt with as a disciplinary matter.

Staff are consistent and follow policy outlined below for student mobiles: Students are not allowed phones in school for the reasons outlined below:

- Prime source of Low Level Disruption (LLD) in lessons.
- Students calling parents to pick them up if they feel ill, without any contact through medical team or the Student Office.
- Staff having photos/videos taken and used in social media.
- Persistent safeguarding issues and concerns.

Student mobile phone use is prohibited on the school site, including all social times and class changeover. This applies to any electronic device brought in by students that is deemed to be obstructive and disruptive to teaching and learning. This may include phones I- pods, DS/Game consoles and smart watches. This does not include those students who require the use of electronic devices as an essential tool for their learning. Mobiles may be in school however they must not be seen or heard.