

GRASS SKIRT PROJECT MEDIA POLICY



MEDIA POLICY

Grass Skirt Project uses social media and the internet in its work and recognises that those who are involved in its work may also use social media either as part of their role or in their private lives. A written policy is therefore required for all staff, volunteers and stakeholders on the acceptable use of social networking and the internet at work.

Grass Skirt Project encourages the responsible use of social media. The purpose of this policy is to set out what Grass Skirt Project expects from our volunteers, employees and executives when using social media. It is important to remember that we are all ambassadors for the charity and that social media is never private.

This policy aims to:

- give clear guidelines on what volunteers, employees and executives can say about the organisation;
- comply with relevant legislation and protect volunteers, employees and executives;
- help supervisors manage performance effectively;
- help volunteers draw a line between their private lives and their volunteering;
- protect Grass Skirt Project against liability for the actions of volunteers, employees and executives;
- be clear about sensitive issues such as monitoring and explain how problems with inappropriate use will be addressed.

1. Policy statement

Grass Skirt Project recognises that the internet provides unique opportunities to participate in interactive discussions and share information on particular topics relevant to our work using a wide variety of social media, such as Facebook, Twitter, blogs and wikis etc

1.1 This policy aims to protect individuals volunteering or working with us in any role and to encourage you to take responsibility for what you write, exercise good judgment and common sense. (See 2.1)

1.2 Inappropriate use of social media can pose risks to our confidential and proprietary information and reputation, and can jeopardise our compliance with legal obligations. To minimise these risks, to avoid loss of work time and to ensure that our IT resources and communications systems are used only for appropriate business purposes, we expect volunteers and employees to adhere to this policy.

2. Who is covered by the Policy?

2.1 This policy covers volunteers and employees, consultants, or contractors.

3. Scope and purpose of the Policy

3.1 This policy deals with the use of all forms of social media, including Facebook, YouTube, Twitter and all other social networking sites, and all other internet postings, including blogs.

3.2 It applies to the use of social media both for volunteering and personal purposes, whether while volunteering or otherwise. The policy applies regardless of whether the social media is accessed using our IT facilities and equipment or equipment belonging to volunteers.

3.3 If a volunteer is found to be in breach of this policy their volunteer supervisor will address this using the Procedures for Problem Solving in Volunteering.

3.4 Volunteers may be required to remove internet postings which are deemed to constitute a breach of this policy.

3.5 This policy links to all other policies therefore social media should never be used in a way that breaches any of our other policies such as equal opportunities, data protection etc.

4. Personnel responsible for implementing the Policy

4.1 All volunteer supervisors have a specific responsibility for operating within the boundaries of this policy, ensuring that all volunteers understand the standards of behaviour expected of them and taking action when behaviour falls below this.

4.2 All volunteers are responsible for the success of this policy and should ensure that they take the time to read and understand it. Any misuse of social media or questions regarding the content or application of this policy should be reported to (insert appropriate person). 4.3 Any content which raises a safeguarding concern must be reported to (insert appropriate person) in line with the reporting procedures outlined in Grass Skirt Project Safeguarding Policy.

5. Guidelines for responsible use of social media The following sections of the policy provide volunteers with common-sense guidelines and recommendations for using social media responsibly and safely.

5.1 We want you to help protect our business reputation. Volunteers must not post disparaging or defamatory statements about: a the Organisation; b Grass Skirt Project staff, our clients, volunteers or members past or present; c suppliers and vendors; and d other affiliates and stakeholders. Volunteers should also avoid social communications that might be misconstrued in a way that could damage our business reputation, even indirectly.

5.2 Volunteers are personally responsible for what they communicate in social media (as part of their role or on personal sites). Remember that what you

publish might be available to be read by the masses (including Insert Your Organisation Name), colleagues, volunteers, future employers and social acquaintances for a long time. Keep this in mind before you post content.

5.3 A publicity consent form must be obtained prior to posting images or text which may be used on social media.

5.4 Grass Skirt Project does not permit tagging of vulnerable adults or anyone under the age of 18.

5.5 There is no obligation for volunteers to link their personal social media to any Grass Skirt Project social media.

5.6 Volunteers are not permitted to set up social media accounts for work purposes without prior consultation with their volunteer supervisor and (insert appropriate person).

5.7 If you disclose your affiliation as a volunteer of Grass Skirt Project, you must also state that your views do not represent those of the organisation you are volunteering with. For example, you could state, “the views in this posting do not represent the views of Grass Skirt Project.” You should also ensure that your profile and any content you post are consistent with the image you present to those you work with as part of your volunteering role.

5.8 You can only use Grass Skirt Project email address if your volunteering role involves using social media on behalf of the organisation.

5.9 You are responsible for the security settings of any social media sites you use and should ensure they are set to the appropriate level if you wish to limit who can see your information.

5.10 Remember that you must respect confidentiality at all times and protect confidential information. You should be mindful of Data Protection issues, if in doubt speak to the (appropriate member of staff). Confidential information includes things such as unpublished details about our work, details of current projects, future projects, financial information or information held on our supporters, staff or volunteers.

5.11 Avoid posting comments about sensitive Grass Skirt Project related topics, such as our performance. Even if you make it clear that your views do not represent those of our charity, your comments could still damage our reputation.

5.12 If you are uncertain or concerned about the appropriateness of any statement or posting, refrain from making the communication until you discuss it with your volunteer supervisor.

5.13 If you see content in social media that disparages or reflects poorly on Grass Skirt Project or our stakeholders, you should report it to your volunteer supervisor and/or the Communications Manager. All volunteers are responsible for protecting our reputation.

5.14 The contact details of business contacts made during the course of your volunteering are regarded as our confidential information, and as such you will be required to delete all such details from your personal social networking accounts, should you finish volunteering with Grass Skirt Project.

5.15 Contact details of volunteers are subject to data protection. Staff are not permitted to access or store information on volunteers that would breach data protection.

6. Personal use of social media in the office environment

We recognise that volunteers may occasionally desire to use social media for personal activities in the office or by means of our computers, networks and other IT resources and communications systems. We authorise such occasional use during rest breaks so long as it does not involve unprofessional or inappropriate content and does not interfere with your volunteering role. You should not use Grass Skirt Project IT resources and communications systems for any matter that you wish to be kept private or confidential. If using social media while volunteering, circulating chain letters or other spam is never permitted. Circulating or posting commercial, personal, religious or political solicitations, or promotion of outside organisations unrelated to Grass Skirt Project work is also prohibited.

7. Photography Protocol

As a non-profit charity, all members of Grass Skirt Project have an ethical and legal responsibility to comply with our media protocol. This is to protect the dignity and privacy of the community whom we work with, and is especially important when dealing with sensitive and confidential issues.

7.1 Before Photographing

- We must always receive consent from the subject of the photo, especially for close-up photos.
- We must have a clear and honest motive for shooting a particular frame:
 - To inspire hope and understanding
 - To expose wrongdoing or neglect
 - To advocate awareness of a community issue
 - To capture and express the character of a willing individual
- Note: It is not acceptable to use the photographs simply to harness pity. Using photographs to elicit feelings of guilt in a potential donor is dehumanising and disrespectful to the subject of the frame.

- We will not bribe subjects to feign despair, anger or other emotions to establish a false emotional pitch in our photographs. We will instead aim to capture honest emotions and moments in life.
- We will be respectful of the cultural values and wishes of the individual subject, and respect their wishes if they decline a photograph.

7.2 While Photographing

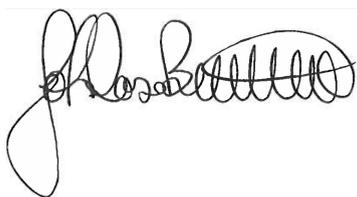
- We will not allow photographs to interfere with the quality or privacy of an activity or service. For example: photographing a subject from behind to show instead the face of the trainer or coach working with the athlete, so as not to distract them during an activity.
- We will be humble, considerate and respectful, especially during private moments. If required, we will take the photo from afar without being intrusive.
- We will ask for specific consent to photograph an individual, and respect their wishes if they decline without asking for reason.

7.3 After Photographing

- We will use our photos to raise public awareness and not to exploit public sympathy.
- We will not publish our photos for commercial purposes.
- We will not publish photos which portray a person as particularly vulnerable, or in any way that is degrading or dehumanising.
- We will not manipulate our photographs in a way that misrepresents the original scenario. Any digital editing should be minimal, such as to enhance the contrast/adjust the lighting/colour balance of the photo.
- We will ensure that our photos document honestly what we believe to be the real situation of our subjects.

This policy was adopted by Grass Skirt Project on July 1st 2017

Signed on behalf of the Management Committee by:



Signature

Name SOFIA BARTLETT

The policy has been reviewed by the Management Committee on July 1st 2017