



Mobile Phone Policy for Staff

Introduction

This policy outlines the acceptable use of mobile phones at The Bloomington Academy in the context of safeguarding, underpinned by our statement of vision and values which permeate everything we do and speak. At The Bloomington Academy, 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.

Aims of the Policy

- To ensure a shared understanding of and adherence to the policy by all stakeholders and visitors (including Contractors, Housekeeping, Drivers, Conductors, Cleaners) and 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.
- To provide a secure environment in which students (and their families) are protected from the risk of images being recorded and used / stored for inappropriate purposes and to make sure that students always receive the undivided attention of adults.

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 The Bloomington Academy, 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 a desire to exploit. They also have the potential to distract staff from their work with students.

Staff members (including volunteers and students on placement) may bring mobile phones to 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 the 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



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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):

- Visitors may bring mobile phones to the school campus but are advised 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 be 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 (for parents this may be in 'New Starter' documentation, school newsletters, letters inviting parents to annual review meetings, mailings, emails)

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 safeguarding emergency, the DSL (Designated Safeguarding Lead), and Deputy Lead. The DSL and DDSL should be contacted immediately if concerns are raised / reported. Details 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 **MUST BE** consistent and follow the policy outlined below for student mobiles:

Students are not allowed to bring phones in school for the reasons outlined below:

- Prime source of Low-Level Disruption (LLD) in lessons.
- Students call 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.



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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.

Students found with their phones or accessories in view:

- The phone will be confiscated, and behaviour for Learning Policy will be followed.
- The phone will be placed in the Student Office to be collected at the end of the day, by the student.
- Repeated offenders (two or more incidents), parents will be contacted and will be required to pick up the phone from the Student Office when convenient, with Pastoral Team informing parents and an escalation sanctioned if required.
- If the student refuses to hand the phone over, the School Behaviour Policy will be followed, and pastoral team will follow up if escalation is required.

Declaration

Please sign ONLY if you have fully read The Bloomington Academy Mobile Phone Policy.

By signing the acceptance form, you agree that you have fully understood The Bloomington Academy Mobile Phone Policy.

I hereby confirm that I have read and fully understood the terms and conditions of this document and will strictly follow The Bloomington Academy Mobile Phone Policy.

Name:

Designation:

Signature:

Date: