

Mobile Phone Policy

2019/2020

1. Introduction

Mobile phone technology has advanced significantly over the last few years - and it continues to evolve. Wireless connections in particular have extended the capabilities of mobile phones, enabling access to a wide range of new content and services globally. Many phones now offer Internet and email access, alongside the most often standard functions of messaging, camera, video and sound recording.

Mobile phones, alongside other forms of technology are changing the way and speed in which we communicate. They can provide security and reassurance; however there are also associated risks. Children and young people need to understand these risks in order to help them develop appropriate strategies for keeping themselves safe. As with e-safety issues generally, risks to children and young people can be broadly categorised under the headings of content, contact and conduct and managed by reducing availability, restricting access and increasing resilience.

2. Aim

The aim of the Mobile Phone Policy is to promote safe and appropriate practice through establishing clear and robust acceptable use guidelines.

This is achieved through balancing protection against potential misuse with the recognition that mobile phones are effective communication tools - which in turn can contribute to safeguarding practice and protection.

3. Scope

This policy applies to all individuals who have access to personal or work- related mobile phones on site. This includes playworkers, volunteers, Advisory Board, children, young people, parents, carers, visitors and community users. This list is not exhaustive.

4. Policy statement

It is recognised that it is the enhanced functions of many mobile phones that cause the most concern, and which are most susceptible to misuse. Misuse includes the taking and distribution of indecent images, exploitation and bullying.

It is also recognised that mobile phones can cause an unnecessary distraction during the working day and can be intrusive when used in the company of others. When mobiles phones are misused it can impact on an individual's dignity, privacy and right to confidentiality. Such concerns are not exclusive to children and young people; hence there is a duty to protect the needs and vulnerabilities of all.

It is appreciated that it can be very difficult to detect when such devices are present or being

used, particularly in relation to enhanced functions, such as cameras. The use of all mobile phones is therefore limited, regardless of their capabilities. The aim is to avoid distraction and disruption of the working day, and to minimise the opportunities for any individual to make any covert images or misuse functions in any other way.

'Mobile free' areas are those which are considered to be the most vulnerable and sensitive, and include:

- sleep areas
- changing areas
- toilets
- bathrooms.

A zero-tolerance policy is in place with regards to the **use** of personal or work- related mobiles by any individual in these areas.

It is therefore ensured that all Doorstep Arts staff:

- have a clear understanding of what constitutes misuse.
- are vigilant and alert to potential warning signs.
- know how to minimise risk.
- avoid putting themselves into compromising situations which could be misinterpreted and lead to possible allegations.
- understand the need for professional boundaries and clear guidance regarding acceptable use.
- are responsible for self-moderation of their own behaviours.
- are aware of the importance of reporting concerns promptly.

It is fully recognised that studies consistently indicate that imposing rigid regulations and/or 'bans' on the actions of others can be counterproductive, leading to a culture of suspicion, uncertainty and secrecy.

The imposition of rigorous, inflexible rules is therefore avoided, unless the potential risks of not enforcing them far out-weigh the benefits. An agreement of trust is therefore promoted regarding the carrying and use of mobile phones within the setting environment, which is agreed to by all Doorstep Arts Staff.

5. Procedures

5.1 Personal mobiles

Effective guidance is in place to avoid the use of mobile phones causing unnecessary disruptions and distractions within the workplace, and to ensure effective safeguarding practice is promoted to protect against potential misuse.

In the interests of equality, and to further promote safety, the guidance applies to any individual who has a mobile phone on site, including children, parents and visitors, as

detailed below:

Staff are permitted to have their mobile phones about their person; however there is a clear expectation that there should be no personal use of the phone.

Other than in agreed exceptional circumstances, phones must be switched off and calls and texts must not be taken or made during work time.

All Doorstep Arts staff and volunteers are not permitted, in any circumstance to use their phones for taking, recording or sharing images and 'mobile free' areas must be observed at all times.

Doorstep Arts staff and volunteers are not permitted to use their own personal phones for contacting children, young people and their families within or outside of the setting unless agreed with Co-parents that it is necessary for you to.

Children from the age of 14 years, are permitted to have their phone about their person. The phone however must be switched off/on silence and not used during the course of the day, except with express permission.

Parents, visitors and contractors are respectfully requested not to use their mobile phones in any of the designated mobile free areas. Should phone calls and/or texts need to be taken or made, use is restricted to those areas not accessed by children in order to avoid any unnecessary disturbance or disruption to others.

Under no circumstances are **any** staff and volunteers permitted to take images or make recordings on a mobile phone. Any individual bringing a personal device into the setting must ensure that it contains no inappropriate or illegal content.

5.2 Work mobile

The use of a designated work mobile, if it exists, is promoted as it is:

- an essential part of the emergency toolkit which is taken on off-site trips.
- an effective communication aid, enabling text, email messages and calls to be made and received.
- a back-up facility should problems be experienced with the landline – or where contact needs to be made outside of work hours.

Effective security measures are in place to safeguard against any potential misuse. Only authorised individuals have access to the work mobile, which is password protected, and stored securely when not in use.

Personal calls are not permitted to be made on the work mobile, other than in agreed exceptional circumstances. Contact or calls can be made via the work mobile or that of the senior playworker in charge in the event of an emergency. All calls are logged.

The work mobile is clearly labelled as such, and additional features such as cameras are disabled or not available/used.

5.3 Driving

If any Doorstep Arts staff member is required to drive in a working capacity, and has responsibility for the work mobile, the phone must be switched off whilst driving. It is strongly recommended that Doorstep Arts staff follow the same procedures regarding their own personal mobile phones.

Under no circumstances should lead artists, assistants or volunteers drive whilst taking a phone call. This also applies to hands-free and wireless connections, which are considered a distraction rather than a safer alternative.

5.4 Safe storage

Where possible, a designated safe and secure area for Doorstep Arts staff and volunteers (and children, where applicable) to store their personal belongings during the working day is available. Doorstep Arts staff and volunteers have the **option** to store their mobile phones in this area, should they choose. This however is not a mandatory requirement.

Doorstep Arts staff and volunteers leave their belongings in safe storage at their own risk. It is therefore recommended that phones are security marked, password protected and insured. No liability for loss and damages is accepted.

As well as safeguarding children and avoiding any unnecessary disruptions during the sessions, this procedure also aims to protect staff against any unfounded allegations.

5.5 Emergency contact

It is recognised that mobile phones provide direct contact to others, and at times provide a necessary reassurance due to their ease of access, particularly at stressful times.

The Lead artist, therefore, in agreed exceptional circumstances is permitted to keep the volume of their phone switched on. This is to enhance his/her own well-being and peace of mind, to reduce stress and worry and to enable him/her to concentrate more effectively on his/her work.

Such use will be for an agreed limited period only, until any concerns or issues leading to the exceptional circumstance request have been resolved.

