



**FARNBOROUGH HILL**  
WHOLEHEARTEDLY

## **TAKING, STORING AND USING NAMES AND IMAGES OF PUPILS POLICY**

This policy should be read in conjunction with the following policies:

- Safeguarding and Child Protection Policy
- Behaviour Policy
- ICT Acceptable Use Policy for Pupils

Farnborough Hill is dedicated to educating the whole person within a caring, Christian community where each individual is valued and where girls and staff are encouraged to respect and support each other. The School is committed to providing a safe and friendly environment for all pupils and staff so that teaching and learning can take place in a relaxed and secure environment.

### **Aim**

This policy is intended to provide information to pupils and their parents, carers or guardians (referred to in this policy as "parents") about how names and images of pupils are normally used by Farnborough Hill. It also covers the School's approach to the use of cameras and filming equipment at school events and on school premises by parents and pupils themselves, and the media.

It applies in addition to the School's Parental Contract, the Privacy Notice and any other information the School may provide about a particular use of pupil names and images including for example, signage about the use of CCTV; and more general information about use of pupils' personal data for example, the School's Privacy Notice. Images of pupils in a safeguarding context are dealt with under the School's relevant safeguarding policies.

### **General points**

Certain uses of images are necessary for the ordinary running of the School; other uses are in the legitimate interests of the School and its community and unlikely to cause any negative impact on children. The School is entitled lawfully to process such images and take decisions about how to use them, subject to any reasonable objections raised.

Parents who accept a place for their daughter at the School are invited to indicate agreement to the School using her name and images of her as set out in this policy, via the form attached to the School's Terms and Conditions and from time to time if a particular use of the pupil's image is requested. However, parents should be aware of the fact that certain uses of their child's images may be necessary or unavoidable for example if they are included incidentally in CCTV or a photograph.

We hope parents will feel able to support the School in using pupil names and images to celebrate the achievements of pupils, sporting and academic; to promote the work of the School; and for important administrative purposes such as identification and security.

Upon acceptance of a place at the School, parents are asked to sign a document agreeing to photographs being taken. It is possible to opt out, but it should be understood that in this case their daughter also cannot be included in unidentified large group photos. The School will respect the wishes of parents/carers (and indeed pupils themselves) wherever reasonably possible, and in accordance with this policy.

Parents should be aware that, from around the age of 12 and upwards, the law recognises pupils' own rights to have a say in how their personal information is used – including images.

### **Use of Pupil Names and Images in School Publications**

The School's policy is that full names are used where a photograph cannot identify the pupil. If the name is associated with a small group photo only first names are used.

In giving consent for the School to use names and images of pupils they will be used to keep the School community updated on the activities of the School, and for marketing and promotional purposes, including:

- on internal displays (including clips of moving images) on digital and conventional notice boards within the school premises;
- in communications with the school community (parents, pupils, staff, Governors and alumnae) including in Weekly Farnborough Hill newsletter, by email, on the School intranet and by post;
- on the School's website and, where appropriate, via the School's social media sites for example, Twitter, Instagram and Facebook. Such images would not normally be accompanied by the pupil's full name without permission; and
- in the School's prospectus, and in online, press and other external advertisements for the School. Such external advertising would not normally include pupil's names. In some circumstances the School will seek the parent or pupil's specific consent, depending on the nature of the image or the use.

The source of these images will predominantly be the School's staff (who are subject to policies and rules in how and when to take such images), or a professional photographer used for marketing and promotional purposes, a press photographer, or occasionally pupils. The School will only use images of pupils in suitable dress and the images will be stored securely and centrally.

### **Use of Pupil Images for Identification and Security**

All pupils are photographed on entering the School and, thereafter, at various intervals, for the purposes of internal identification. These photographs identify the pupil by name, year group, house and form/tutor group.

CCTV is in use on school premises and will sometimes capture images of pupils. Images captured on the School's CCTV system are used in accordance with the Privacy Notice.

### **Use of Pupil Images in the Media**

Where practicably possible, the School will always notify parents in advance when the media is expected to attend an event or school activity in which school pupils are participating and will make every reasonable effort to ensure that any pupil whose parent or carer has refused permission for images of that pupil, or themselves, to be made in these circumstances are not photographed or filmed by the media, nor such images provided for media purposes. The pupils should also take responsibility to ensure that they are not photographed.

The media often asks for the names of the relevant pupils to go alongside the images, and these will only be provided where parents have been informed about the media's visit and either parent or pupil has consented as appropriate.

### **Security of Pupil Images**

Professional photographers and the media are accompanied at all times by a member of staff when on school premises. The School uses only reputable professional photographers and makes every effort to ensure that any images of pupils are held by them securely, responsibly and in accordance with the School's instructions.

The School takes appropriate technical and organisational security measures to ensure that images of pupils held by the School are kept securely on school systems and protected from loss or misuse. The School will take reasonable steps to ensure that members of staff only have access to images of pupils held by the School where it is necessary for them to do so.

All staff are given guidance on the School's policy on Taking, Storing and Using Images of Pupils, and on the importance of ensuring that images of pupils are made and used responsibly, only for school purposes, and in accordance with school policies and the law.

### **External Events**

Parents and pupils should bear in mind that we have no control over photography at external events e.g. when the School choir is performing in a concert venue. Publicity photographs will invariably be taken. When girls are competing in external competitions the School has no control over whether the press publish their names with an associated photo, thereby identifying the girl. In these circumstances the School will not release girls' names in such a way as to identify them without the parents' express permission.

### **Use of Cameras and Filming Equipment (including mobile phones) by Parents**

Parents, guardians or close family members (hereafter, parents) are welcome to take photographs of (and where appropriate, film) their own children taking part in school events, subject to the following guidelines, which the School expects all parents to follow:

- When an event is held indoors, such as a play or a concert, parents should be mindful of the need to use their cameras and filming devices with consideration and courtesy for cast members or performers on stage and the comfort of others. Flash photography can disturb others in the audience, or even cause distress for those with medical conditions; **the School therefore asks that it is not used at indoor events.**
- Parents are asked not to take photographs of other pupils, except incidentally as part of a group shot, without the prior agreement of that pupil's parents.
- Parents are reminded that such images are for personal use only. Images which may, expressly or not, identify other pupils should not be made accessible to others via the internet (for example on Facebook), or published in any other way.
- Parents are reminded that copyright issues may prevent the School from permitting the filming or recording of some plays and concerts. The School will always print a reminder in the programme of events where issues of copyright apply.
- Parents may not film or take photographs in changing rooms or backstage during school productions, nor in any other circumstances in which photography or filming may embarrass or upset pupils.

The School reserves the right to refuse or withdraw permission to film or take photographs (at a specific event or more generally), from any parent who does not follow these guidelines, or is otherwise reasonably felt to be making inappropriate images.

The School sometimes records plays and concerts professionally (or engages a professional photographer or film company to do so), in which case CD, DVD or digital copies may be made available to parents for purchase. Parents of pupils taking part in such plays and concerts will be consulted if it is intended to make such recordings available more widely.

### **Use of Cameras and Filming Equipment by Pupils**

All pupils are encouraged to look after each other, and to report any concerns about the misuse of technology, or any worrying issues to a member of the pastoral staff.

The use of cameras or filming equipment (including on mobile phones) is not allowed in toilets, washing or changing areas, nor should photography or filming equipment be used by pupils in a manner that may offend or cause upset.

The misuse of images, cameras or filming equipment in a way that breaches this policy, or the *School's Anti-Bullying Policy, Behaviour Policy, IT Acceptable Use Policy for Pupils, Safeguarding Policy* or the *School Rules* is always taken seriously, and may be the subject of disciplinary procedures or dealt with under the relevant safeguarding policy as appropriate.

This policy is reviewed annually by the Director of Admissions and Bursar.

The next review is due in April 2021.