

Social Media Policy

This policy should be read alongside the Gymfinity Kids safeguarding policy. The policy statement applies to Gymfinity Kids staff, volunteers, children, parents and young people involved in Gymfinity Kids activities.

The purpose of this policy statement

Gymfinity Kids works with children and families as part of its activities, hosting gymnastics and ninja classes, holiday camps, workshops, competitions, pre-school classes and birthday parties. The purpose of this policy statement is to ensure that, as an organisation, we operate in line with our values and within the law in terms of how we use social media.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England.

Summaries of the key legislation and guidance are available on:

- [Online abuse learning.nspcc.org.uk/child-abuse-and-neglect/online-abuse](https://www.nspcc.org.uk/child-abuse-and-neglect/online-abuse)
- [Bullying learning.nspcc.org.uk/child-abuse-and-neglect/bullying](https://www.nspcc.org.uk/child-abuse-and-neglect/bullying)
- [Child protection learning.nspcc.org.uk/child-protection-system](https://www.nspcc.org.uk/child-protection-system)

We believe that:

Children and young people should never experience abuse of any kind. As part of our duty to safeguard children it is essential to maintain the privacy and security of all our families.

We therefore, require that:

- No photographs are to be taken within the club, or at any events with children and are not to be posted for public viewing without prior consent.
- In order to ensure professional boundaries all staff, students or volunteers should not accept personal invitations to be friends from parents, carers and children that use the club unless they know them in a personal capacity.
- We will act in the best interests of the whole community and honour our duty of care to our children.

Any member of staff, student or volunteer found to be posting remarks or comments that breach confidentiality or that is deemed to be of a detrimental nature to the club or other employees, may face disciplinary action in line with the disciplinary procedures set out in the staff hand book.

Any comment deemed to be inappropriate will be reported to the Club Manager and Social Community Manager.

We would like parents to work alongside the setting to maintain the privacy and security of all staff, children and volunteers.

We therefore, require that parents:

- Demonstrate courtesy and respect for staff, other parents and children when comments are placed on social networking sites.
- Use appropriate language when discussing the club.
- Address any issues or concerns regarding the club directly with the Club Manager.
- Not to use social network sites to make derogatory comments or post photographs which could bring staff into disrepute, including making comments about children, parents and staff members.
- Not to post photographs of other people's photographs on social network sites without permission.

Remember that no information sent over the web is totally secure and as such if you do not wish the information to be made public refrain from sending it through social media.

The Social Community Manager is the page administrator for all Gymfinity Kids profiles and will update on a regular basis, reserving the right to remove any comments or content at any time.

The intent of the policy is to protect the privacy and rights of the club, staff and families.

We will remove any postings that:

- Name specific individuals in a negative way.
- Are abusive or contain inappropriate language or statements.
- Use defamatory, abusive or generally negative terms about any individual.
- Does not show proper consideration for others privacy.
- Breach copyright or fair use laws.
- Contain any photos of children without necessary parental consent.

If you would like to report an inappropriate comment then please send an email to info@gymfinitykids.com

User Generated Content

With a parent's permission, we may use or republish your posted text, photo, video or other materials (collectively "content") as outlined below. Examples of where this content may be used are: gymfinitykids.com, or any of the Gymfinity Kids social media platforms: Facebook (<https://www.facebook.com/gymfinitykids/>), Twitter (<https://twitter.com/GymfinityKids>), Instagram (<https://www.instagram.com/gymfinitykids/>), LinkedIn (<https://www.linkedin.com/company/gymfinity-kids-limited>).

By posting or otherwise making available any content on a public social media platform about your Gymfinity Kids experience, and responding "yes" if we ask for your permission to repost content on our owned channels, including, but not limited to, the ones mentioned above, you represent and warrant that you are thirteen (13)* years of age or older and that you agree to the following terms and conditions:

You grant us the right to copy, reproduce, edit, publish, post, distribute, or otherwise provide to others, your Content in any and all media, formats, and channels (now in existence or hereinafter developed) for any purpose, including advertising and commercial purposes.

By granting us permission when we request to use your content, you represent and warrant that the content does not violate or infringe any rights of any third party.

We will make every effort to credit you as the author/source of the content by referring to your Social Media Platform handle, name, or identifier. If you would like to request the takedown of user generated content that you feel was posted without your permission or consent, we will remove it promptly if you send an email to info@gymfinitykids.com with the following information:

1. Identification of and link to the user generated content you would like removed
2. Your name, contact information, and connection to the piece of content to be removed

Disclosures:

Social media platforms are intended for users who are 13 years of age and older. If you are under the age of 13, you are not permitted to submit any personal information to us on our social media platforms. We do not knowingly collect information or user generated content from individuals under the age of 13. If a parent, guardian, or anyone else becomes aware of user generated content shared from an individual under the age of 13, please email us at socialmedia@gymfinitykids.com.