

SAFE USE OF DIGITAL TECHNOLOGIES AND ONLINE ENVIRONMENTS

QUALITY AREA 7 | ELAA version 2.2



PURPOSE

This policy will provide guidelines to ensure that all users of digital technologies at Denzil Don Kindergarten or on behalf of Denzil Don Kindergarten:

- understand and follow procedures to ensure the safe and appropriate use of digital technologies Denzil Don Kindergarten, including maintaining secure storage of information
- take responsibility to protect and maintain privacy in accordance with the service's *Privacy and Confidentiality Policy*
- promote a child safe culture in regard to the taking, use, storage and destruction of images of children
- are aware that only those persons authorised by the approved provider are permitted to access digital devices at the service
- understand what constitutes illegal and inappropriate use of digital devices and avoid such activities.
- understand and follow professional use of interactive digital technologies platforms, such as social media (*see Definitions*) and other information sharing platforms (*see Definitions*).



POLICY STATEMENT

VALUES

Denzil Don Kindergarten is committed to:

- providing a safe environment through the creation and maintenance of a child safe culture, and this extends to the safe use of digital technologies and online environments
- professional, ethical and responsible use of digital technologies at the service
- providing a safe workplace for management, all service staff and others using the service's digital technologies and information sharing platforms
- the rights of all children to feel safe, and be safe at all times
- safeguarding the privacy and confidentiality of information received, transmitted or stored electronically
- ensuring that the use of the service's digital technologies complies with all service policies and relevant government legislation
- providing management, educators and staff with online information, resources and communication tools to support the effective operation of the service.

SCOPE

This policy applies to the approved provider, all service staff, students, volunteers, at Denzil Don Kindergarten.

This policy does not apply to children.

This policy applies to all aspects of the use of digital technologies including: laptops, iPads, smartphones and smart devices, copying, saving or distributing files, email, file sharing, file storage (including the use of end point data storage devices – *see Definitions*), file transfer/Cloud, internet usage, printing material, streaming media, subscriptions to list servers, mailing lists or other like services and video conferencing.

RESPONSIBILITIES	Approved provider and Committee of Management	Nominated supervisor and persons in day-to-day charge	All service staff	Parents/carers	Contractors, volunteers and students
R indicates legislation requirement					
Ensuring that the use of the service's digital technologies complies with all relevant state and federal legislation (<i>see Legislation and standards</i>), and all service policies (<i>including Privacy and Confidentiality Policy, eSafety for Children and Code of Conduct Policy</i>)	R	√	√	√	√
Ensuring staff understand how to actively supervise children while using digital technologies	R	R			
Undertaking risk assessments (<i>see Sources</i>) identifying the service's digital technologies practices, identify strengths and areas for improvement	R	√	√		√
Obtaining parent/carer consent before taking, retaining, or sharing images of children (<i>refer to Enrolment and Orientation and Privacy and Confidentiality policy</i>)	R	√	√		√
Regularly monitoring use of service-issued electronic devices to ensure that they are being used appropriately	R	√			
Ensuring capture, usage, storage, and disposal of images of children is in line with privacy requirements (<i>refer to Privacy and Confidentiality policy</i>)	R	√	√		√
Ensuring oversight and control of who has access to images (digital and hard copy) of children, including the movement of these onto devices and platforms	R	R			
Ensuring staff do not transfer images of children to their own account or device either directly or via the cloud	R	R			
Ensuring that the <i>Safe Use of Digital Technologies and Online Environments Policy</i> and procedures are implemented, the appropriate risk assessments and action plans are completed, and all identified actions are taken to minimise the risks to children's health and safety	R	R	√		√
Promoting a culture of child safety and wellbeing that underpins all aspects of the service's operations (including online learning environments), to reduce risk to children (including the risk of abuse)	R	√	√		√
Ensuring the safe use of digital technologies, including wearable devices, networks, platforms, apps, and networked toys within the service, and that they are password protected and in line with privacy principle (<i>refer to Privacy and Confidentiality policy</i>)	R	R	√		√
Ensuring that people providing education and care and working directly with children (<i>see Definitions</i>) do not carry their personal electronic devices (<i>see Definitions</i>) except for authorised essential purposes (<i>see Definitions</i>)	R	√	√	√	√
Ensuring authorisation is obtained and kept when a person providing education and care and working directly with children (<i>see Definitions</i>) needs to carry their personal electronic device (<i>see Definitions</i>) while educating and caring for children	R	√			

Ensuring all essential purpose authorisations forms are stored on the <i>Staff Currency Register</i>	R	✓			
Maintaining a log for third party professionals attending the service and working directly with children (such as an allied health or inclusion professional) that they are using business or organisation issued devices are used only for work purposes (and not personal use)	R	R	✓		✓
Providing a secure place for persons who are providing education and care, and working directly with children (<i>see Definitions</i>), to store their personal digital devices while they are working with children	✓	✓			
Ensuring teachers and educators do not use personal devices for multi-factor authentication to access and use Arrival while providing education and care and working directly with children.	R	R	R		R
Ensuring that personal devices are only accessed by teachers, educators and other staff when they are not providing education and care or working directly with children.	R	R	R		R
Undertaking risk assessments identifying whether personal devices (including wearable devices) can be used at the service and in what circumstances	R	R	✓		✓
Managing inappropriate use of digital technologies as described in <i>Attachment 2</i>	R	✓			
Providing suitable digital technologies facilities to enable service staff to effectively manage and operate the service	R	✓			
Ensuring there are sufficient service-issued devices available when programs are delivered outside the approved service premises	R	R			
Ensuring that personal devices that take and store images are only used for emergency during excursions and regular outings, and that essential purposes authorisation documentation is completed prior to excursions and regular outings	R	R	✓	✓	✓
Ensuring restricted persons (<i>see Definitions</i>) do not use their personal devices to record images of children when providing education and care and working directly with children	R	✓	✓	✓	✓
Ensuring parents/carers do not use their personal devices to record images of children, this includes during service events	R			✓	
Ensuring third party professional attending the service and working directly with children (such as an allied health or inclusion professional) only use devices that is issued by their business or institution; and is used only for work purposes (and not personal use)	R	✓	✓		✓
Authorising the access of early childhood teachers, educators, staff, volunteers and students to the service's digital technologies facilities, as appropriate	R	R			
Providing clear procedures and protocols that outline the parameters for use of the service's digital technologies facilities both at the service and when working from home (<i>see Attachment 1</i>)	✓	✓			
Embedding a culture of awareness and understanding of security issues at the service	R	✓	✓	✓	✓
Never posting online photos or videos of children who: <ul style="list-style-type: none"> Are subject to child protection, family court, or criminal proceedings Are experiencing family violence or need to remain anonymous Have parents concerned about their child's digital footprint 	R	✓	✓		✓

Ensuring that effective financial procedures and security measures are implemented where transactions are made using the service's digital technologies facilities	R	✓			
Removing access on online platforms for staff, parents/carers and others when they leave the service	R	R			
Identifying the training needs of service staff in relation to digital technologies, and providing recommendations for the inclusion of training in digital technologies in professional development activities	✓	✓			
Ensuring secure storage of all information (including images of children) at the service, including backup files (<i>refer to Privacy and Confidentiality Policy</i>)	R	✓	✓		
Adhering to the requirements of the <i>Privacy and Confidentiality Policy</i> in relation to accessing information on the service's computer/s, including emails	R	R	R		
Ensuring that reputable anti-virus and firewall software (<i>see Definitions</i>) are installed on service computers, and software is kept up to date	✓	✓			
Developing procedures to minimise unauthorised access, use and disclosure of information and data, which may include limiting access, passwords, multifactor authentication and encryption (<i>see Definitions</i>)	R	✓			
Ensuring that the service's liability in the event of security breaches, or unauthorised access, use and disclosure of information and data is limited by developing and publishing appropriate disclaimers (<i>see Definitions</i>)	R	✓			
Developing procedures to ensure data and information are kept secure, and only disclosed to individuals where necessary e.g. to new educators, staff or committee of management	R	✓			
Appropriate use of endpoint data storage devices (<i>see Definitions</i>) by digital technologies users at the service	R	✓	✓	✓	✓
Ensuring that all material stored (including images of children) on endpoint data storage devices is also stored on a backup drive, and that both device and drive are kept in a secure location	R	✓	✓		✓
Complying with all relevant legislation and service policies, protocols and procedures, including those outlined in <i>Attachment 1</i>	R	R	R	R	R
Reading and understanding what constitutes inappropriate use of digital technologies (<i>see Attachment 2</i>)	✓	✓	✓	✓	✓
Ensuring, if working from home, the service device does not leave the service with images of children (<i>see Attachment 1</i>)	R	R	✓		✓
Maintaining the security of digital technologies facilities belonging to Denzil Don Kindergarten and keeping allocated passwords secure, including not sharing passwords and logging off after using a computer	R	R	R	✓	R
Accessing accounts, data or files on the service's computers only where authorisation has been provided		✓	✓		✓
Ensuring no illegal material is transmitted at any time via any digital technology medium (<i>see Attachment 2</i>)	R	✓	✓	✓	✓
Using the service's email and messaging (<i>see Definitions</i>) facilities for service-related and lawful activities only (<i>see Attachment 2</i>)	✓	✓	✓	✓	✓
Using endpoint data storage devices (<i>see Definitions</i>) supplied by the service for service-related business only, and ensuring that this information is protected from unauthorised access and use		✓	✓		✓

Notifying the approved provider of any damage, faults or loss of endpoint data storage devices		R	R		R
Notifying the approved provider and/or nominated supervisor immediately if they observe any inappropriate use of personal or service issued electronic devices at the service			✓	✓	✓
Restricting the use of personal mobile phones to rostered breaks, and only used in areas outside of spaces being utilised for education and care of children	✓	✓	✓	✓	✓
Responding only to emergency phone calls when responsible for supervising children to ensure adequate supervision of children at all times (<i>refer to Supervision of Children Policy</i>)	✓	✓	✓		✓
Ensuring electronic devices and files containing images and information about children and families are kept secure at all times (<i>refer to Privacy and Confidentiality Policy</i>)	R	R	R		R
Responding to a privacy breach in accordance with <i>Privacy and Confidentiality policy</i> .	R	✓			
Complying with this policy at all times to protect the privacy, confidentiality and interests of Denzil Don Kindergarten employees, children and families	R	R	R		R

PROCEDURES

Refer to *Attachment 1* for the following procedures

- Email usage
- Digital storage of personal and health information
- Data back up

BACKGROUND AND LEGISLATION

BACKGROUND

The digital technology landscape is constantly evolving, with early childhood services increasingly using fixed, wireless, and mobile devices to support research, communication, and service management. While these technologies offer cost-effective and efficient tools, they also come with significant legal and ethical responsibilities regarding information privacy, security, and the protection of employees, families, and children.

Approved providers and their staff must remain informed about emerging technologies and proactively manage associated risks, including exposure to harmful content, cyberbullying, and risks amplified by Artificial Intelligence (AI) tools. For example, digital toys connected to apps on phones or tablets can create cybersecurity vulnerabilities, enabling hackers to access Wi-Fi networks, track device locations, and potentially use audio and video functions, posing serious safety risks for children.

State and federal legislation covering information privacy, copyright, occupational health and safety, anti-discrimination, and sexual harassment applies to the use of digital technologies. Inappropriate or unlawful use includes accessing pornography, engaging in fraud, defamation, copyright infringement, unlawful discrimination or vilification, harassment (including sexual harassment, stalking, and privacy breaches), and illegal activities such as peer-to-peer file sharing. Continuous improvement in online safety practices is essential to safeguard all members of the service community

The Victorian Regulatory Authority requires approved providers to comply with the National Model Code. The National Model Code is crucial for Early Childhood Education and Care (ECEC) services to ensure the safety and privacy of children. Under the Code, only service-issued electronic devices should be used for taking photos or recording videos, thereby minimising the risk of unauthorised distribution of images. The Code states that clear guidelines are developed on carrying personal devices for specific essential purposes ensuring that any exceptions are justified and controlled. Additionally, implementing strict controls for storing and retaining images or recordings of children is vital to protect their privacy and prevent misuse of sensitive information. Adhering to



these guidelines not only safeguards children but also fosters trust and transparency between ECEC services and families.

LEGISLATION AND STANDARDS

Relevant legislation and standards include but are not limited to:

- Broadcasting Services Act 1992 (Cth)
- Charter of Human Rights and Responsibilities Act 2006 (Vic)
- Crimes Act 1958 (Vic)
- Classification (Publications, Films and Computer Games) Act 1995
- Commonwealth Classification (Publication, Films and Computer Games) Act 1995
- Competition and Consumer Act 2010 (Cth)
- Copyright Act 1968 (Cth)
- Copyright Amendment Act 2006 (Cth)
- Cybercrime Act 2001 (Cth)
- Education and Care Services National Law Act 2010
- Education and Care Services National Regulations 2011
- Equal Opportunity Act 2010 (Vic)
- Freedom of Information Act 1982
- Health Records Act 2001 (Vic)
- Information Privacy Act 2000 (Vic)
- National Quality Standard, Quality Area 7: Governance and Leadership
- Occupational Health and Safety Act 2004 (Vic)
- Privacy Act 1988 (Cth)
- Privacy and Data Protection Act 2014 (Vic)
- Protected Disclosure Act 2012 (Vic)
- Public Records Act 1973 (Vic)
- Sex Discrimination Act 1984 (Cth)
- Spam Act 2003 (Cth)
- Trade Marks Act 1995 (Cth)

The most current amendments to listed legislation can be found at:

- Victorian Legislation – Victorian Law Today: www.legislation.vic.gov.au
- Commonwealth Legislation – Federal Register of Legislation: www.legislation.gov.au

DEFINITIONS

The terms defined in this section relate specifically to this policy. For regularly used terms, see the Definitions File located online: <https://denzildonkinder.org.au/policies/> OR in the Policies Folder in the kindergarten office.

Cyber safety: The safe and responsible use of technology including use of the internet, electronic media and social media in order to ensure information security and personal safety. There are three main areas of risk to safety:

- Content: being exposed to illegal, inappropriate or harmful material
- Contact: being subjected to harmful online interactions with other users (including bullying)
- Conduct: personal online behaviour that increases the likelihood of, or causes, harm.

Disclaimer: Statement(s) that seeks to exclude or limit liability and is usually related to issues such as copyright, accuracy and privacy.

Encryption: The process of systematically encoding data before transmission so that an unauthorised party cannot decipher it. There are different levels of encryption available.

Endpoint data storage devices: Devices capable of storing information/data. New devices are continually being developed, and current devices include:

- laptops
- USB sticks, external or removable hard drives, thumb drives, pen drives and flash drives
- iPods or other similar devices
- cameras with USB drive connection
- iPhones/smartphones
- PCI/PC Card/PCMCIA storage cards

- other data-storage devices (CD-ROM and DVD).

Essential purposes: The use and / or possession of a personal electronic device may be authorised for purposes other than taking images or recording videos of children include:

- communication in an emergency involving a lost child, injury to child or staff member, or other serious incident, or in the case of a lockdown or evacuation of the service premises
- personal health requirements, e.g. heart or blood sugar level monitoring
- disability, e.g. where a personal electronic device is an essential means of communication for an educator or other staff member
- family necessity, e.g. a worker with an ill or dying family member
- technology failure, e.g. when a temporary outage of service-issued electronic devices has occurred
- local emergency event occurring, to receive emergency notifications through government warning systems, for example, bushfire evacuation text notification.

Firewall: The primary method of keeping a computer/network secure. A firewall controls (by permitting or restricting) traffic into and out of a computer/network and, as a result, can protect these from damage by unauthorised users.

Flash drive: A small data-storage device that uses flash memory and has a built-in USB connection. Flash drives have many names, including jump drives, thumb drives, pen drives and USB keychain drives.

Generative artificial intelligence (AI): A branch of AI that develops generative models with the capability of learning to generate novel content such as images, text, and other media with similar properties as their training data.

Information sharing platforms: Describes the exchange of data between various organisations, people and technologies This can include but no limited to Dropbox, Google Drive, Sharepoint, Skype for Business, One Drive

Illegal content: Illegal content includes:

- images and videos of child sexual abuse
- content that advocates terrorist acts
- content that promotes, incites or instructs in crime or violence
- footage of real violence, cruelty and criminal activity.

Integrity: (In relation to this policy) refers to the accuracy of data. Loss of data integrity may be either gross and evident (e.g. a computer disk failing) or subtle (e.g. the alteration of information in an electronic file).

Malware: Short for 'malicious software'. Malware is intended to damage or disable computers or computer systems.

PDA (Personal Digital Assistants): A handheld computer for managing contacts, appointments and tasks. PDAs typically include a name and address database, calendar, to-do list and note taker. Wireless PDAs may also offer email and web browsing, and data can be synchronised between a PDA and a desktop computer via a USB or wireless connection.

Person who is providing education and care and working directly with children: In the context of this policy a person includes:

- teachers and educators, including casual and agency staff
- students attending the service as part of a practicum and representatives of tertiary providers who attend the service to assess students
- volunteers, including parent volunteers
- any third parties delivering programs or incursion activities to children in a service, whether paid or unpaid
- allied health and inclusion professionals attending a service to observe, assess or work with a child at the service
- mentors or coaches attending the service to support teachers or educators working with children or providing education and care
- preschool field officers
- primary school teachers attending a service as part of a school transition program.

If a third-party professional attending a service and working directly with children (such as an allied health or inclusion professional) needs to use a device (for example, to undertake an assessment or take notes) they can use a device that is:

- issued by their business or institution; and
- used only for work purposes (and not personal use).

Personal Electronic Device: A device that can take photos, record or store videos refers to any handheld or portable device owned by an individual, such as a smartphone, smart watches with camera/recording functionality, tablet, or digital camera, personal storage and file transfer media (such as SD cards, digital cameras, wearables, USB drives, hard drives and cloud storage), which has the capability to capture and store images or video footage. These devices are not issued or controlled by the approved provider.

Portable storage device (PSD) or removable storage device (RSD): Small, lightweight, portable easy-to-use device that is capable of storing and transferring large volumes of data. These devices are either exclusively used for data storage (for example, USB keys) or are capable of multiple other functions (such as iPods and PDAs).

Restricted persons: The National Model Code restrictions apply to any person who is providing education and care and working directly with children include:

- teachers and educators, including casual and agency staff
- students attending the service as part of a practicum and representatives of tertiary providers who attend the service to assess students
- volunteers, including parent volunteers
- any third parties delivering programs or incursion activities to children in a service, whether paid or unpaid
- allied health and inclusion professionals attending a service to observe, assess or work with a child at the service
- mentors or coaches attending the service to support teachers or educators working with children or providing education and care
- preschool field officers
- primary school teachers attending a service as part of a school transition program.

If a third-party professional attending a service and working directly with children (such as an allied health or inclusion professional) needs to use a device, they can use a device that is issued by their business or organisation; and used only for work purposes (and not personal use).

Security: (In relation to this policy) refers to the protection of data against unauthorised access, ensuring confidentiality of information, integrity of data and the appropriate use of computer systems and other resources.

Spam: Unsolicited and unwanted emails or other electronic communication.

USB interface: Universal Serial Bus (USB) is a widely used interface for attaching devices to a host computer. PCs and laptops have multiple USB ports that enable many devices to be connected without rebooting the computer or turning off the USB device.

USB key: Also known as sticks, drives, memory keys and flash drives, a USB key is a device that plugs into the computer's USB port and is small enough to hook onto a key ring. A USB key allows data to be easily downloaded and transported/transferred.

Virus: A program or programming code that multiplies by being copied to another program, computer or document. Viruses can be sent in attachments to an email or file or be present on a disk or CD. While some viruses are benign or playful in intent, others can be quite harmful: erasing data or requiring the reformatting of hard drives.

SOURCES AND RELATED POLICIES



SOURCES

- Department of Education: [Acceptable Use Policy, DE Information, Communications and Technology \(ICT\) Resources](#)
- IT for Kindergartens: www.kindergarten.vic.gov.au
- ACECQA: [National Model Code - Taking images in early childhood education and care](#)
- ACECQA: [Empowering children under 5 by asking them to give consent for photos or videos](#)
- ACECQA: [NQF Online Safety Guide Self and Risk Assessment Tool](#)
- ACECQA: [Consent and children's rights](#)
- ACECQA: [How do I manage a data breach?](#)
- OAIC: [Guidance on privacy and the use of commercially available AI products](#)

RELATED POLICIES

- Child Safe Environment and Wellbeing
- Code of Conduct
- Complaints
- Educational Program
- Enrolment and Orientation
- eSafety for Children
- Excursions, Regular Outings and Service Events
- Governance and Management of the Service
- Occupational Health and Safety
- Privacy and Confidentiality
- Staffing



EVALUATION

To assess whether the values and purposes of the policy have been achieved, the Approved Provider will:

- regularly seek feedback from everyone affected by the policy regarding its effectiveness
- monitor the implementation, compliance, complaints and incidents in relation to this policy
- keep the policy up to date with current legislation, research, policy and best practice
- revise the policy and procedures as part of the service's policy review cycle, or as required
- notifying all stakeholders affected by this policy at least 14 days before making any significant changes to this policy or its procedures, unless a lesser period is necessary due to risk ([Regulation 172 \(2\)](#))



ATTACHMENTS

- Attachment 1: Procedures for use of digital technologies at the service
- Attachment 2: Unacceptable/inappropriate use of digital technologies
- Attachment 3: Social Media Guidelines
- Attachment 4: Essential purpose authorisations



AUTHORISATION

This policy was adopted by the approved provider of Denzil Don Kindergarten on 16/09/2025.

REVIEW DATE: 16 / SEPTEMBER / 2027

ATTACHMENT 1. PROCEDURES FOR USE OF DIGITAL TECHNOLOGIES AT THE SERVICE

Email usage

- Content of emails and email addresses must always be checked before sending.
- When sending emails to multiple recipients, care should be taken to avoid the inappropriate disclosure of email addresses to a whole group of recipients; blind copying (BCC) should be used where appropriate.
- Create an email signature that identifies employee name, title, service name, service phone number and address
- Always include a disclaimer which is common to all users, on emails to limit liability.
- Be cautious about opening files or launching programs that have been received as an attachment via email from the email itself.
- Never send unauthorised marketing content or solicitation emails
- Be suspicious of phishing titles.

Digital storage of personal and health information

- Digital records containing personal, sensitive and/or health information, or images of children must be password protected and stored securely so that privacy and confidentiality is maintained. This information must not be removed from the service without authorisation, as security of the information could be at risk (*refer to Privacy and Confidentiality Policy*). Digital records containing personal, sensitive and/or health information, or images of children may need to be removed from the service from time-to-time for various reasons, including for excursions and service events (*refer to Excursions and Service Events Policy*). In such circumstances, services must ensure that the information is transported, handled and stored securely so that privacy and confidentiality is maintained at all times.
- Digital technology users are not to view or interfere with other users' files or directories, knowingly obtain unauthorised access to information or damage, delete, insert or otherwise alter data without permission.
- Ensure all material stored on an endpoint data storage device is also stored on a backup drive, and that both device and drive are kept in a secure location.

Backing up data

Denzil Don Kindergarten uses Cloud storage.

Password management

All service staff are expected to ensure that they create a strong password and that they do not share it with others.

Working from home

When an approved provider and/or a service staff member are working from home they must:

- complete the Denzil Don Kindergarten user agreement form
- ensure that images of children are not accessed, or transferred onto personal devices
- ensure security and confidentiality of workspace, keeping private, sensitive, health information, planning, educational programs and children's records confidential and secure at all times
- keep allocated passwords secure, including not sharing passwords and logging off after using a computer
- adhere to the *Privacy and Confidentiality Policy*
- report breaches to privacy or loss of private, sensitive, and health information to nominated superiors as soon as practical.

ATTACHMENT 2. UNACCEPTABLE/INAPPROPRIATE USE OF DIGITAL TECHNOLOGY FACILITIES

Users of the digital technology facilities provided by Denzil Don Kindergarten must not:

- create or exchange messages that are offensive, harassing, obscene or threatening
- use the digital technology facilities as a platform to gain unauthorised access to other systems
- carry out activities that are illegal, inappropriate or offensive to fellow employees or the public. Such activities include, but are not limited to, hate speech or material that ridicules/discriminates against others based on race, nationality, creed, religion, ability/disability, gender or sexual orientation
- use the technology to access, download, create, store or distribute illegal, offensive, obscene or objectionable material (including pornography and sexually explicit material). It will not be a defence to claim that the recipient was a consenting adult
- use the digital technology facilities to make any personal communication that could suggest that such communication was made in that person's official capacity as an employee or volunteer of Denzil Don Kindergarten
- conduct any outside business or engage in activities related to employment with another organisation
- play games
- exchange any confidential or sensitive information held by Denzil Don Kindergarten unless authorised as part of their duties
- publish the service's email address on a 'private' business card
- harass, slander, intimidate, embarrass, defame, vilify, seek to offend or make threats against another person or group of people
- breach copyright laws through making copies of, or transmitting, material or commercial software.

Breaches of this policy

- Individuals who use digital technologies at the service for unlawful purposes may be liable to criminal or civil legal action. This could result in serious consequences, such as a fine, damages and/or costs being awarded against the individual, or imprisonment. The approved provider will not defend or support any individual using the service's digital technology facilities for an unlawful purpose.
- The service may block access to internet sites where inappropriate use is identified.
- Employees who fail to adhere to this policy may be liable to counselling, disciplinary action or dismissal.
- Management, educators, staff, volunteers and students who fail to adhere to this policy may have their access to the service's digital technology facilities restricted/denied.

Category 1: illegal — criminal use of material

This category includes but is not limited to:

- child abuse material offences relating to child pornography covered by the Crimes Act 1958 (Vic). 'Child abuse material' is defined in section 51A of the Crimes Act 1958 (Vic)
- objectionable material — offences relating to the exhibition, sale and other illegal acts relating to 'objectionable films' and 'objectionable publications' covered by the Classification (Publications, Films and Computer Games) (Enforcement) Act 1995 (Vic). Such material has or would attract a classification of X18+ (restricted) or RC (refused classification) under the Guidelines for Classification of Films 2012, Guidelines for the Classification of Computer Games 2012 or National Classification Code scheduled to the Classification (Publications, Films and Computer Games) Act 1995 (Cth)
- reckless or deliberate copyright infringement and any other material or activity that involves or is in furtherance of a breach of criminal law

Category 2: extreme — non-criminal use of material

This category includes non-criminal use of material that has or may attract a classification of RC or X18+ under the Guidelines for Classification of Films 2012, Guidelines for the Classification of Computer Games 2012 or National Classification Code scheduled to the Classification (Publications, Films and Computer Games) Act 1995 (Cth).

This includes any material that:

- depicts, expresses or otherwise deals with matters of sex, drug misuse or addiction, crime, cruelty, violence or revolting or abhorrent phenomena in such a way that they offend against the standards of morality, decency and propriety generally accepted by reasonable adults to the extent that the material should not be classified
- describes or depicts in a way that is likely to cause offence to a reasonable adult or a person who is, or appears to be, a child under 18 (whether or not the person is engaged in sexual activity or not)
- promotes, incites or instructs in matters of crime or violence
includes sexually explicit material that contains real depictions of actual sexual intercourse and other sexual activity between consenting adults

Category 3: critical — offensive material

This category includes other types of restricted or offensive material, covering any material that:

- has or may attract a classification of R18+ under the Guidelines for Classification of Films 2012, Guidelines for the Classification of Computer Games 2012 or National Classification Code scheduled to the Classification (Publications, Films and Computer Games) Act 1995 (Cth). Material may contain sex scenes and drug use that are high in impact
- includes sexualised nudity
- involves racial or religious vilification
- is unlawfully discriminatory
- is defamatory
- involves sexual harassment or bullying

Category 4: serious

- This category includes any use which is offensive or otherwise improper.
- The categories do not cover all possible breaches of this policy. Matters not covered by the above categories will be dealt with on an individual basis and on the relevant facts.

ATTACHMENT 3. SOCIAL MEDIA AND INFORMATION SHARING PLATFORM GUIDELINES

The directives below are essential to the safety and wellbeing of staff, children and their families, and to ensure that Denzil Don Kindergarten operates in a professional and appropriate manner when using social media and/or information sharing platforms.

Staff must exercise extreme caution using digital technology facilities when accessing social media and/or information sharing platforms, whether in the workplace or relating to external events or functions involving Denzil Don Kindergarten.

It is a breach of confidentiality and privacy to make posts or comments about children, families, staff or management from Denzil Don Kindergarten on social media sites without consent or authorisation. It is also an offence under current legislation, to record or use a visual image of a child, including transmitting the image on the internet, without the written consent of the child's parent.

Denzil Don Kindergarten requires that, unless you have the express permission, you:

- Do not video or photograph anyone, or post photos or personal details of other Denzil Don Kindergarten staff, children or families.
- Do not post photos or videos of Denzil Don Kindergarten staff, children or families on your personal Facebook page, or otherwise share photos or videos of staff, children or families through social media.
- Do not create a Denzil Don Kindergarten branded Facebook page, or other pages or content on social media that represents Denzil Don Kindergarten, its staff, children or families without authorisation from the approved provider.
- Do not post anything that could embarrass or damage the reputation of Denzil Don Kindergarten, colleagues, children or families.

Staff must not:

- post or respond to material that is, or might be construed as offensive, obscene, fraudulent, defamatory, threatening, harassing, bullying, discriminatory, hateful, racist, sexist, infringes copyright, constitutes a contempt of court, breaches a Court suppression order, or is otherwise unlawful or inaccurate.
- make any comment or post any material that might otherwise cause damage to Denzil Don Kindergarten reputation or bring it into disrepute.
- imply that they are authorised to speak as a representative of Denzil Don Kindergarten, or give the impression that the views expressed are those of Denzil Don Kindergarten, unless authorised to do so
- use a Denzil Don Kindergarten email address or any Denzil Don Kindergarten logos or insignia that may give the impression of official support or endorsement of personal comments.
- use the identity or likeness of another employee, contractor or other member of Denzil Don Kindergarten;
- use or disclose any confidential information or personal information obtained in the capacity as an employee/contractor of Denzil Don Kindergarten; or
- access and/or post on personal social media during paid workhours.

Personal use of social media ****Denzil Don Kindergarten does not participate in social media****

Denzil Don Kindergarten recognises that staff may choose to use social media personally. Staff should be aware of and understand the potential risks and damage to Denzil Don Kindergarten that can occur through personal social media use, even if their activity takes place outside working hours or on devices not owned by Denzil Don Kindergarten.

If an individual can be identified as an employee of Denzil Don Kindergarten on social media, that employee must:

- only disclose and discuss publicly available information.
- ensure that all content published is accurate and not misleading and, complies with all relevant policies of Denzil Don Kindergarten
- expressly state on all postings (identifying them as an employee of Denzil Don Kindergarten) the stated views are their own and are not those of Denzil Don Kindergarten;
- be polite and respectful to all people they interact with.
- adhere to the Terms of Use of the relevant social media platform/website, as well as copyright,
- abide by privacy, defamation, contempt of Court, discrimination, harassment and other applicable laws.
- ensure that abusive, harassing, threatening or defaming postings which are in breach of Denzil Don Kindergarten policies may result in disciplinary action being taken, even if such comments are made using private social networks outside of working hours.
- notify the approved provider or person with management or control if they become aware of unacceptable use of social media as described above.

Consequences of unacceptable use of social media

- Denzil Don Kindergarten will review any alleged breach of this policy on an individual basis. If the alleged breach is of a serious nature, the person shall be given an opportunity to be heard in relation to the alleged breach.
- If the alleged breach is clearly established, the breach may be treated as grounds for dismissal. In all other cases, the person may be subject to disciplinary action in accordance with Denzil Don Kindergarten [Code of Conduct Policy](#).
- Denzil Don Kindergarten may request that any information contained on any social media platform that is in breach of this policy be removed.

- Denzil Don Kindergarten may restrict an employee's access to social media on Denzil Don Kindergarten digital technology facilities or if they are found to have breached this policy or while an investigation is Denzil Don Kindergarten investigates whether they have breached this policy.

ATTACHMENT 4: ESSENTIAL PURPOSE AUTHORISATIONS FORM

(THIS FORM IS AN ELECTRONIC FORM)

Section 1: Staff Details

Section 2: Purpose

This form grants permission for the above-named staff member to use their personal device for the purposes of:

_____ at Denzil Don Kindergarten .

Section 3: Guidelines

1. Usage:

The National Model Code lists the following essential purposes for which the use or possession of a personal devices may be a authorised where access does not impede the active supervision of children:

- communication in an emergency situation to ensure safety
 - involving a lost child, injury to child or staff member, or other serious incident
 - in the case of a lockdown or evacuation of the service premises
- personal health requirements
 - for example, heart or blood sugar level monitoring
- disability
 - for example, where a personal electronic device is an essential means of communication for an educator or other staff member
- family necessity
 - for example, an early childhood staff member with an ill family member
- technology failure
 - for example, when a temporary outage of service-issued electronic devices has occurred
- during a local emergency event to receive emergency notifications. This could include government warning systems such as a bushfire evacuation text notification.

2. Professional Conduct:

- Staff must maintain a professional demeanour while using personal devices.
- Authorised essential purpose authorisations form must be on file and accessible at all times.
- Devices should not be used for personal matters during work hours, unless authorised.

Section 5: Acknowledgement and Agreement

I, _____ (Staff Member Name), acknowledge that I have read, understood, and agree to comply with the guidelines outlined in this form. I understand the importance of protecting the privacy and security of the children in my care and the potential repercussions of failing to adhere to these guidelines.