



SOCIAL MEDIA POLICY

Fusion Health and Wellbeing realise that social media and networking websites have become a regular part of everyday life and that many people enjoy membership of sites such as Facebook/Twitter & Instagram etc... However, we are also aware that these sites can become a negative forum for complaining or gossiping and care must be taken not to breach our Data protection, Equality or Bullying policies.

General Information

The following policy has been designed to give members, staff and parents/guardians clear guidelines as to what Fusion Health and Well being expect of them when accessing these sites.

The absence of, or lack of, explicit reference to a specific website or service does not limit the extent of the application of this policy. Where no policy or guidelines exist, members, coaches and parents/guardians should use their judgment and take the most prudent action possible. Consult with Fusion Health and Wellbeing staff, coaches or volunteers if you are uncertain.

Guidance for Personal Use

- If you have your own personal profile on a social media website, you should make sure that others cannot access any content, media or information from that profile that (a) you are not happy for them to have access to; and (b) which would undermine your position as a professional, trusted and responsible person.
- As a basic rule, if you are not happy for others to see particular comments, media or information simply do not post it in a public forum online.
- When using social media sites, all members, coaches, staff and parents/guardians should consider the following:
- Changing the privacy settings on your profile so that only people you have accepted as friends can see your content.
- Reviewing who is on your 'friends list' on your personal profile. In most situations you should not accept friend requests on your personal profile from people you don't know (see Child Protection Policy).
- Ensuring personal blogs have clear disclaimers that the views expressed by the author are theirs alone and do not represent the views of Fusion Health & Well Being. Make your writing clear that you are speaking for yourself and not on behalf of Fusion.



- Ensuring information published on the Internet complies with all of Fusion Health & Well Being policies.
- Breach of confidentiality will result in disciplinary action and may result in being asked to leave Fusion.
- Ensuring you are always respectful towards:
 - Fusion Health and Wellbeing (Coaches/Volunteers/Members)
 - Other Members of the public
 - Parents/Guardians and Families (including children and other relatives)
 - Other organisation Members
- Members, coaches, volunteers and parents/guardians should be aware that any disrespectful comments to the above might be seen as libellous and could result in disciplinary action or termination of your Fusion Membership.
- Fusion Health and Wellbeing and trademarks may not be used without written consent.
- At all times, in or out of competing or training, you are an ambassador for Fusion Health and Well Being. Be aware that your actions captured via images, posts or comments online can reflect on Fusion Health & Well Being and what it stands for.

Use of Official Accounts

Fusion Health and Well Being operate several accounts on social media websites for the promotion of activities and events, and as a communication method.

The following outlines the limits of their use.

- An official account on any social media website may only be set up with written consent from Fusion Health and Wellbeing manager Wayne Bloy after he has consulted the Trustee members.
- Only authorised people may use these accounts to post online and access to the account should be strictly limited.
- All information published on the Internet must comply with all of Fusion Health and Wellbeing policies.
- Parents/Guardians or children should not be referenced online without their express consent. This includes all photos, videos and other media. This is done through our GDPR management tool UPSHOT.
- Copyright laws must be respected, with references or sources cited appropriately.
- Any staff, member, coach or volunteer who becomes aware of social networking activity that would be deemed distasteful should make Fusion Health and Wellbeing aware as soon as possible.



- All Coaches/Volunteers using official accounts must adhere to the above guidelines; breach of this policy may result in disciplinary action or termination of your Fusion membership.

Contact Questions, comments and requests regarding this policy are welcomed and should be addressed to:

Wayne Bloy – CEO
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