

Yarnscombe Parish Council

Information Technology Policy



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0.1	27/01/2026	Richard Pengilley	First draft.

Abbreviations and Glossary

The following abbreviations and definitions are used in this document.

CD	Compact Disc, a storage device for music or computer software.
Data	Anything held in recorded form.
Data Subject	An individual who is the subject of Personal Data.
Data Protection Officer	The person who is appointed by the council to monitor internal compliance, inform and advise on data protection obligations, and act as a contact point for data subjects.
DVD	Digital Versatile Disc, a storage device for videos or computer software.
Firewall	Computer software (occasionally running in special-purpose hardware) designed to prevent unauthorised external access from the Internet.
GDPR	General Data Protection Regulation.
IT	Information Technology.
MFA	Multi-Factor Authentication, a security process that requires users to verify their identity using two or more independent methods.
NALC	National Association of Local Councils.
Personal Data	Information relating to a living person, who can be identified directly or indirectly by such information (e.g. name, ID number, location data, an online identifier, or one or more factors specific to the physical, physiological, genetic, mental, economic or social identity of that person).
Processing	Includes: obtaining, recording, holding, organising, adapting, altering, retrieving, consulting, using, disclosing by transmission, making available, destroying, erasing and blocking data.
Sensitive Personal Data	<p>Personal Data consisting of information as to a Data Subject's</p> <ul style="list-style-type: none"> racial or ethnic origin; political opinion; religious or other beliefs; trade union membership; physical or mental health or condition; sexual lifestyle and orientation; genetic data; biometric data; or criminal proceedings or convictions. <p>Yarnscombe Parish Council does not hold or process any Sensitive Personal Data under the definition in the Data Protection Act 2018 or the GDPR.</p>
USB	Universal Serial Bus, a communications port on computing devices for connecting external peripheral devices that provides both data transmission and low voltage power over a single cable.

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1 Introduction

This document is based on a template that was commissioned by the National Association of Local Councils (NALC) for the purpose of its member councils and county associations. Every effort has been made to ensure that the contents of this document are correct at the time of publication. NALC cannot accept responsibility for errors, omissions and changes to information subsequent to publication.

The template was written by Worknest HR, a company that provides Human Resources advice and guidance to town and parish councils. They can be contacted by telephone on 01403 240205 for information about their services.

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2 Purpose of the IT Policy

The purpose of an IT policy is to establish clear parameters for how councillors, staff and other authorised users use council-provided technology or equipment in the course of their duties. A well-defined policy helps to do the following:

- Set expectations for appropriate use of equipment and systems;
- Raise awareness of risks associated with IT use;
- Safeguard the council's data and digital assets;
- Clarify what constitutes acceptable and unacceptable use;
- Outline the consequences of policy breaches.

Councils will also need to determine and clearly state whether limited personal use of IT equipment is permitted (for example, checking personal email or online shopping during lunch breaks).

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3 Monitoring of IT Use

As an IT provider, Yarnscombe Parish Council ("the council") has the right to monitor the use of its IT equipment and systems, provided there is a legitimate reason for doing so and councillors, employees and other authorised users are informed that such monitoring may take place. Any monitoring must be proportionate and comply with relevant data protection and privacy laws. Other persons may be included if they access or use council systems, e.g. if they have a council email address.

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4 Scope of this Policy

This policy applies to all councillors, staff and other authorised users, regardless of their working location or pattern, including those who are home-based, office-based, or work on a flexible or part-time basis. It sets out the expectations for the appropriate use of IT equipment and systems provided by the council.

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5 Computer Use

5.1 Hardware

- a. Council computer equipment is provided for council purposes only and must not be used for personal purposes.
- b. All councillors, staff and other authorised users must lock their computers, e.g. using a password-protected screen blanking program, when leaving their desks to prevent unauthorised access.
This applies to all council and personal devices used for work. Failure to comply may lead to disciplinary action.
- c. All computer and other electronic equipment supplied should be treated with good care at all times. Computer equipment is expensive, and any damage sustained to any equipment will have a financial impact on the council.
- d. Computer and electronic hardware should be kept clean, and every precaution taken to prevent food and drink being dropped or spilled onto it.
- e. Equipment should not be dismantled or reassembled without seeking advice.
- f. Councillors, staff and other authorised users are not to purchase any computer or mobile equipment for use on council devices unless previously authorised.
- g. Personal discs, USB memory sticks, SD cards, CDs, DVDs, data storage devices etc must not be used on council computers without the prior approval of the Chair of the council or the Data Protection Officer.
- h. Any faults or necessary repairs must be reported to the Data Protection Officer.

5.2 Software

- a. Councillors, staff and other authorised users are not to download or install any software on council devices unless previously authorised.

- b. Council-owned computing devices will be fitted with firewall software. Similarly, councillors, staff and other authorised users accessing council services (emails or files) from their personal devices must have correctly installed, configured, enabled and updated firewall software in place.

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6 Equipment

6.1 Portable Equipment

- a. Portable equipment includes laptop computers, netbooks, tablets, mobile and smart phones with email capability and access to the Internet etc.
- b. It is particularly emphasised that the council back-up procedures specific to portable equipment should be followed at all times.
- c. All portable computers must be stored safely and securely when not in use, e.g. when travelling or when working from home. Portable equipment (unless locked in a secure cabinet or office) should be kept with or near the user at all times, should not be left unattended when away from council premises or home, and should never be left in parked vehicles or at any council or non-council premises.
- d. It is important to ensure that all portable devices are protected with password-enforced login in case they are lost or stolen. All smartphones or tablets that hold council data, including emails and files, must be protected with a pin code and/or biometric facility, e.g fingerprint.
- e. Multi-Factor Authentication (MFA) is a security process that requires users to verify their identity using two or more independent methods; for example, entering a password (something you know) and confirming a code sent to your mobile device (something you have). This significantly reduces the risk of unauthorised access to systems and sensitive data. NALC recommends implementing MFA as a best practice to enhance information security and support compliance with data protection obligations under the UK GDPR and the Data Protection Act 2018.
- f. If an item of portable equipment is lost or damaged this should be reported to the Data Protection Officer. If the loss or damage is due to an act of negligence, the individual responsible may be liable to meet the first 25% of the loss/damage.
- g. To protect confidential information, unless it is a requirement of the job and this has been authorised, it is forbidden for photographs or videos of councillors, employees or other authorised users to be taken without the prior permission of the Chair of the council and the individual(s) concerned. This includes mobile telephones with camera function, camcorder, tape or other recording device for sound or pictures, moving or still.
- h. Under no circumstances should any non-public meeting or conversation be recorded without the permission of those present. This does not affect statutory rights (under The Openness of Local Government Regulations 2014).
- i. In addition, the council does not permit webcams (which may be pre-installed on many laptops) to be used in the workplace, other than for conference calls for council purposes. If there is any doubt as to whether a device falls under this clause, advice should be sought from the Data Protection Officer.

6.2 Use of Own Devices

a. The Council recognises and accepts that some councillors, staff, and other authorised users may wish to use their own smartphones, tablets, laptops etc to access our servers, private clouds or networks for normal council purposes, including, but not limited to, reading their emails and accessing documents stored on the council's documents cloud. Any such use of personal devices will be at the discretion of the council but consent for standard systems (Microsoft Windows, macOS, Linux) will normally be permitted. Such devices must be kept up to date so that any vulnerabilities in the operating system or other software on the device are appropriately patched or updated. The Data Protection Officer will give advice on this if required.

b. However, the same security precautions apply to personal devices as to the council's desktop equipment.

Any emails sent from own devices should be sent from a council email account and should not identify the individual's personal email address.

c. Councillors, staff and other authorised persons that use council systems are expected to use all devices in an ethical and respectful manner and in accordance with this policy. Accessing inappropriate websites or services on any device via the IT infrastructure that is paid for or provided by the council carries a high degree of risk, and, for employees, may result in disciplinary action, including summary dismissal (without notice) if repeated.

An example would be downloading copyright music illegally or accessing pornographic material.

d. In cases of legal proceedings against the council the council may need temporarily to take possession of a device, whether council-owned or personal, to retrieve the relevant data.

e. The user should maintain a clear separation between the personal data processed on the council's behalf and that processed for their own personal use, e.g. by using different file system folders for council and personal use. If the device supports both work and personal profiles, the council profile must always be used for council-related purposes.

f. Councillors, staff and other authorised users who intend to use their own devices via the council's infrastructure must ensure that they do the following:

- use pins of at least six digits, strong passwords (one which uses three concatenated random words, e.g. PurpleCandleRiver, is recommended) or (preferably) fingerprint to protect their device(s) from unauthorised access. For smartphones and tablets, where possible this should lock the device after three failed login attempts;
- configure their device(s) to automatically prompt for a password after a period of inactivity of more than 30 minutes;
- always password-protect any documents containing confidential information that are sent as attachments to an email, and notify the password separately (preferably by a means other than email and definitely not in the email containing the attachment);
- use secure Wi-Fi networks;
- ensure that work-related data cannot be viewed or retrieved by family or friends who may use the device;
- inform the Data Protection Officer if their device(s) is/are lost, stolen, or inappropriately accessed where there is risk of access to council data or resources.

g. Personal data relating to councillors, staff and other authorised users, associates or residents should not be saved to any personal accounts with third-party storage cloud service providers as this may breach data protection legislation or create a security risk. This applies especially if the passwords

used to store/access data are saved onto the device, or if the service permits councillors, staff and other authorised users to remain logged in between sessions.

- h. If removable media are used to transfer data (e.g. USB drives or CDs/DVDs), the user must also securely delete the data on the medium once the transfer is complete (by physical destruction if the medium is a non-rewritable CD/DVD).
- i. Councillors, staff and other authorised users who open any attachments to council-related emails should ensure that any cached copies are deleted immediately after use. The Data Protection Officer will provide assistance or training in doing this if needed. Additional risks include data belonging to the council being accessed by unauthorised persons if the device(s) is/are lost, stolen or used without the owner's permission.
- j. Any work done on users' own equipment should be stored securely and password protected and should always be backed up in accordance with the council's standard backup procedures.
- k. If transferring data, either by email or by other online means, unsecured wireless networks should not be used.
- l. Prior to the disposal of any device that has council data stored on it, and in the event of a user leaving the council, councillors, staff and other authorised users are required to allow the Data Protection Officer access to the device to ensure that all passwords, user access shortcuts and any identifiable data are removed from the device.
- m. Councillors, staff and other authorised users must take responsibility for understanding how their device(s) work in respect of the above rules if they are accessing council servers/services via their own IT equipment. Risks to the user's personal device(s) include data loss as a result of a crash of the operating system, bugs and viruses, software or hardware failures and programming errors rendering a device inoperable. The council will use reasonable endeavours to assist, but councillors, staff and other authorised users are personally liable for their own device(s) and for any costs incurred as a result of the above.

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7 Health and Safety

- a. Councillors, staff and other authorised users who work in council offices will be provided with an appropriate workstation.
- b. The council has a duty to ensure that regular appropriate eye tests, carried out by a competent person, are offered, at the council's expense, to employees using display screen equipment.
- c. Any VDU user who feels that their workstation requires changes to make it compliant must speak to the Chair of the council. If any hazards are detected at a workstation, including unacceptably loud noises from the IT equipment, this should be reported immediately to the Chair.

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8 Password and Authentication Policy

- a. All user accounts must be protected by strong, secure passwords. The council endorses the National Cyber Security Centre (NCSC) recommendations for creating passwords using three random words (e.g. PurpleCandleRiver). This method helps create passwords that are both strong and easy to remember, while offering effective protection against common cyber threats such as brute-force attacks. This approach is endorsed in NALC guidance.

In addition to strong passwords, Multi-Factor Authentication (MFA) should be enabled wherever possible. MFA requires users to provide two or more independent forms of verification, e.g. a password (something you know) and a code sent to your phone (something you have). This significantly reduces the risk of unauthorised access to systems and personal data.

To further strengthen account security:

- Initial user account passwords must be generated by the Data Protection Officer.
- Default passwords provided by vendors or the IT provider must be changed immediately upon installation or setup.
- Service or system (e.g. website) account passwords are generated and managed by the IT provider.
- The council recommends these practices as part of its commitment to robust information security and to support compliance with the UK GDPR and the Data Protection Act 2018.

For more guidance, see the NCSC's advice on password security: [NCSC Password Guidance](#).

b. Access to Passwords

- (i) Passwords are personal and must not be shared under any circumstances.
- (ii) Only the assigned user of an account may access or use the associated password.

c. Password Storage and Management

- (i) Passwords must not be stored in plain text or written down in insecure locations.
- (ii) If they are not memorised, passwords must be stored using a council-approved, encrypted password manager (e.g. LastPass, Bitwarden, or KeePass).

d. Password Change Requirements

- (i) Immediately change password if compromise is suspected.

e. Password Access Control and Logging

- (i) Attempts to access unauthorized passwords will be treated as a security incident and will be subject to disciplinary procedure.

f. Responsibility

- (i) Users are responsible for creating and maintaining secure passwords for their accounts.

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9 Monitoring

- a. The council reserves the right to monitor and maintain logs of computer usage and inspect any files stored on its network, servers, computers, or associated technology to ensure compliance with this policy as well as relevant legislation. Internet, email, and computer usage may be monitored as part of the council's protection against computer viruses, ongoing maintenance of the system, and when investigating faults.
- b. The council may monitor the use of electronic communications and use of the Internet in line with the Investigatory Powers (Interception by Councils etc for Monitoring and Record-keeping Purposes) Regulations 2018.
- c. Monitoring of an employee's email and/or Internet use will be conducted in accordance with an impact assessment that the council has carried out to ensure that monitoring is necessary and proportionate. Monitoring is in the council's legitimate interests and is to ensure that this policy is being complied with.
- d. The information obtained through monitoring may be shared internally, including with relevant councillors and IT staff if access to the data is necessary for performance of their roles. The information may also be shared with external Human Resources or legal advisers for the purposes of seeking professional advice. Any external advisers will have appropriate data protection policies and protocols in place.
- e. The information gathered through monitoring will be retained only long enough for any breach of this policy to come to light and for any investigation to be conducted.
- f. Councillors, staff other authorised users have a number of rights in relation to their data, including the right to make a subject access request and the right to have data rectified or erased in some circumstances. Further details of these rights and how to exercise them can be found in the council's Data Protection Policy.
- g. Such monitoring and the retrieval of the content of any messages may be for the purposes of checking whether the use of the system is legitimate, to find lost messages or to retrieve messages lost due to computer failure, to assist in the investigation of wrongful acts, or to comply with any legal obligation.
- h. The council reserves the right to inspect all files stored on its computer systems in order to assure compliance with this policy. The council also reserves the right to monitor the types of sites being accessed and the extent and frequency of use of the Internet at any time, both inside and outside of working hours to ensure that the system is not being abused and to protect the council from potential damage or disrepute.
- i. Any use that the council considers to be 'improper', either in terms of the content or the amount of time spent on this, may result in disciplinary proceedings.
- j. Council computers will be periodically checked and scanned for unauthorised software and viruses.

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10 Remote working

- a. Increased IT security measures apply to those who work away from their normal place of work, e.g. whilst travelling or working from home, as follows:
 - (i) If logging into the council's systems or services remotely, using computers that either do not belong to the council or are not owned by the user, any passwords must not be saved, and the user must log out at the end of the session deleting all logs and history records within the browser used. If the configuration of the device does not clearly support these actions (for example at an Internet café), council services should not be accessed from that device.
 - (ii) The location and direction of the screen should be checked to ensure confidential information is out of view. Steps should be taken to avoid messages being read by other people, including other travellers on public transport etc.
 - (iii) Any data printed should be collected and stored securely.
 - (iv) All electronic files should be password protected and the data saved to the council's system/services when accessible.
 - (v) Papers, files or computer equipment must not be left unattended unless arrangements have been made with a responsible person for them to be kept in a locked room or cabinet if they are to be left unattended at any time.
 - (vi) Any data should be kept safely and should only be disposed of securely.
 - (vii) Papers, files or memory devices should not be left unattended in cars, except where it is entirely unavoidable for periods of less than one hour, in which case they must be locked in the boot of the car. If staying away overnight, council data should be taken into the accommodation, care being taken that it will not be interfered with by others or inadvertently destroyed.
 - (viii) Where possible the ability to remotely wipe any mobile devices that process sensitive information should be retained in the case of loss or theft.
- b. Those issued with a 'dongle' or other remote access device to enable Internet access from a laptop via 3G or 4G networks whilst away from their normal workplace should note that the cost of Internet access can be very high. Dongles should therefore be used for essential council purposes only, especially if abroad.
- c. Similarly, use of paid-for Wi-Fi access, for example at airports, should be carefully monitored and restricted to essential council use.

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11 Email

- a. Council email facilities are intended to promote effective and speedy communication on work-related matters. Although we encourage the use of email, it can be risky. Councillors, staff and other authorised users need to be careful not to introduce viruses onto council systems and should take proper account of the security advice below.
- b. On occasion, it will be quicker to action an issue by telephone or face-to-face, rather than via protracted email chains. Emails should not be used as a substitute for face-to-face or telephone conversations. Councillors, staff and other authorised users are expected to decide which is the optimum channel of communication to complete their tasks quickly and effectively.

- c. These rules are designed to minimise the legal risks run when using email at work and to guide councillors, staff and other authorised users as to what may and may not be done. If there is something which is not covered in the policy, councillors, staff and other authorised users should ask the Data Protection Officer, rather than assuming they know the right answer.
- d. All councillors, staff and other authorised users who need to use email as part of their role will be given their own council email address. The council may, at any time, withdraw email access, should it feel that this is no longer necessary for the role or that the system is being abused.
- e. Email messages sent on the council's account are for council use only. Personal use is not permitted.

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12 Use of the Internet

12.1 Copyright

- a. Much of what appears on the Internet is protected by copyright. Any copying without permission, including electronic copying, is illegal and therefore prohibited. The Copyright, Designs and Patents Act 1988 sets out the rules. The copyright laws apply not only to documents but also to software. The infringement of the copyright of another person or organisation could lead to legal action being taken against the council and damages being awarded, as well as disciplinary action, including dismissal, being taken against the perpetrator.
- b. It is easy to copy electronically, but this does not make it any less an offence. The council's policy is to comply with copyright laws, and not to bend the rules in any way.
- c. Councillors, staff and other authorised users should not assume that because a document or file is on the Internet, it can be freely copied. There is a difference between information in the 'public domain' (which is no longer confidential or secret information but is still copyright protected) and information which is not protected by copyright (such as where the author has been dead for more than 70 years).
- d. Usually, a website will contain copyright conditions; these warnings should be read before downloading or copying.
- e. Copyright and database right law can be complicated. Councillors, staff and other authorised users should check with the clerk if unsure about anything.

12.2 Trademarks, links and data protection

- a. The council does not permit the registration of any new domain names or trademarks relating to the council's names or products anywhere in the world unless authorised to do so. Nor should they add links from any of the council's web pages to any other external sites without checking first with the Data Protection Officer.
- b. Special rules apply to the processing of personal and sensitive personal data. For further guidance on this, see the council's Data Protection Policy.

12.3 Accuracy of information

- a. One of the main benefits of the Internet is the access it gives to large amounts of information, which is often more up to date than traditional sources such as libraries. Be aware that, as the Internet is uncontrolled, much of the information may be less accurate than it appears.

12.4 Use of social media

- a. Social media includes blogs; Wikipedia and other similar sites where text can be posted; multimedia or user generated media sites (e.g. YouTube); social networking sites (such as Facebook, LinkedIn, X (formerly known as Twitter), Instagram, TikTok, etc.); virtual worlds (Second Life); text messaging and mobile device communications and more traditional forms of media such as television and newspapers. Care should be taken when using social media at any time, either using council systems or at home.
- b. Personal use of social networking/media and chat sites are not permitted during working hours.
- c. The council recognises the importance of councillors, staff and other authorised users joining in and helping to shape sector conversation and enhancing its image through blogging and interaction in social media. Therefore, where it is relevant to use social networking sites *as part of the individual's position*, this is acceptable.

However, inappropriate comments and postings can adversely affect the reputation of the council, even if it is not directly referenced. If comments or photographs could reasonably be interpreted as being associated with the council, or if remarks about others could be regarded as abusive, humiliating, sexual harassment, discriminatory or derogatory, or could constitute bullying or harassment, the council will treat this as a serious disciplinary offence. Councillors, staff and other authorised users should be aware that parishioners or other local organisations may read councillors, staff and other authorised users' personal weblogs to acquire information, for example, about their work, internal council business, and employee morale. Therefore, even if the council is not named, care should be taken with any views expressed.

- d. To protect both the council and its interests, everyone is required to comply with the following rules about social media, whether in relation to their council role or personal social networking sites, and irrespective of whether this is during or after working hours.
 - (i) Contacts from any of the council's databases should not be downloaded and connected with on LinkedIn or other social networking sites with electronic address book facilities unless this has been authorised.
 - (ii) Any blog that mentions the council, its current work, councillors, employees, other users associated with the council, partner organisations, local groups, suppliers or parishioners, should identify the author as one of its councillors or employees and state that the views expressed on the blog or website are theirs alone and do not represent the views of the council. Even if the council is not mentioned, care should be taken with any views expressed on social media sites and any views should clearly be stated to be the writer's own (e.g. via a disclaimer statement such as: "The comments and other content on this site are my own and do not represent the positions or opinions of the council.") Writers must not claim or give the impression that they are speaking on behalf of the council.
 - (iii) Any employee who is developing a site or writing a blog that will mention the council, e.g. "our current or potential plans, councillors, staff and other authorised users, partners", must inform the Chair of the council that they are writing this and gain agreement before going 'live'.

- (iv) The council expects councillors, staff and other authorised users to be respectful about the council and its current or potential employees, councillors, clerks and authorised users and not to engage in any name calling or any behaviour that will reflect negatively on its reputation. Any unauthorised use of copyright materials, any unfounded or derogatory statements, or any misrepresentation is not viewed favourably and could constitute gross misconduct.
- (v) Comments posted by councillors, staff and other authorised users on any sites should be knowledgeable, accurate and professional and should not compromise the council in any way.
- (vi) Inappropriate conversations should not take place on any social networking sites, including forums.
- (vii) Any writing about or displaying photographs or videos of internal activities that involves current councillors, staff and other authorised persons, might be considered a breach of data protection and a breach of privacy and confidentiality. Therefore, their permission should be gained prior to uploading any such material. Details of any kind relating to any events, conversations, materials or documents that are meant to be private, confidential or internal to the council should not be posted. This may include manuals; procedures; training documents; non-public financial or operational information; personal information regarding other councillors, staff and other authorised users; anything to do with a disciplinary case, grievance, allegation of bullying/harassment or discrimination, or legal issue; any other secret, confidential, or proprietary information or information that is subject to confidentiality agreements. This does not affect statutory requirements to publish information including under the Freedom of Information Act.
- (viii) Councillors, staff and other authorised users must be aware that they are personally liable for anything that they write or present online (including on an online forum or blog, post, feed or website). Councillors should always be mindful of the Members Code of Conduct and Nolan Principles. Employees may be subject to disciplinary action for comments, content or images that are defamatory, embarrassing, pornographic, proprietary, harassing, libellous, or that can create a hostile work environment. They may also be sued by other organisations, and any individual or council that views their comments, content, or images as defamatory, pornographic, proprietary, harassing, libellous or creating a hostile work environment. In addition, other councillors, staff and other authorised users can raise grievances for alleged bullying and/or harassment.
- (ix) Postings to websites or anywhere on the Internet and social media of any kind, or in any press or media of any kind, should not breach copyright or other law or disclose confidential information, defame or make derogatory comments about the council or its councillors, staff and other authorised users, or disclose personal data or information about any individual that could breach data protection legislation.
- (x) Contacts by the media relating to the council should be referred to the clerk, who will provide guidance in accordance with the council's Press and Media Communications Policy.
- (xi) Councillors, staff and other authorised users who use sites such as LinkedIn and Facebook must ensure that the information on their profile is accurate and up to date and must update their profile on leaving the council.
- (xii) Councillors, staff and other authorised users who use X, LinkedIn, or other social media/networking sites for council development purposes must ensure that they provide the council with login details, including passwords, so that these sites can be accessed and updated in their absence.
- (xiii) Councillors, staff and other authorised users who have left the council must not post any inappropriate comments about the council or its councillors, staff and other authorised users on LinkedIn, Facebook, X or any other social media/networking sites.

- (xiv) During your employment/involvement with the council, you may create or obtain access to a variety of professional contacts and confidential information. This includes, but is not limited to, contacts made through professional networking platforms such as LinkedIn, where those contacts have been established or maintained in your capacity as a councillor, member of staff or other authorised user. All such contacts will be considered council property and may be subject to disclosure upon request.
- e. Note that the council may, from time to time, monitor external postings on social media sites. Any employee who has a profile (for example on LinkedIn or Facebook) must not misrepresent themselves or their role with the council. Councillors, staff and other authorised users are also advised that social media sites are not an appropriate place to air council concerns or complaints; these should be raised with the council or formally through the grievance procedure.
- f. It is important to note that contact details and information remain the property of the council. In addition, councillors, staff and other authorised users leaving the council will be required to delete all council-related data including contact details from any personal device/equipment. Exceptionally, they may refer on such equipment in a *Curriculum Vitae* to the fact that they have served on the council.

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13 Misuse

Misuse of IT systems and equipment is not in line with the council's standards of conduct and will be taken seriously. Any inappropriate or unauthorised use may lead to formal action, including disciplinary proceedings or, in serious cases, dismissal.

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14 Document Review

This document will be reviewed each year at the Annual Parish Council Meeting to ensure that it continues to describe accurately the council's IT policy. The Document History will record the annual reviews; if no changes are found necessary during a review then the version number will remain unchanged.

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