Castle Bromwich Parish Council

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Chairman: Cllr. P Allen, **Vice-Chairman:** Cllr. S Beechey
Cllr. K Ahmed, Cllr. A Haywood, Cllr. J Macdonald, Cllr. D Pearce, Cllr. I Roden, Cllr. J Riordan, Cllr. S Temperton, Cllr. J Ward + 5 vacancies

MINUTES OF THE FULL COUNCIL MEETING

HELD AT ARDEN HALL WEDNESDAY 28TH JANUARY 2026 AT 7:00PM

Members Present:	Cllr. P Allen (Chair), Cllr. K Ahmed, Cllr. A Haywood, Cllr. J MacDonald, Cllr. D Pearce, Cllr. I Roden, Cllr. J Riordan, & Cllr. J Ward.
Guests in Attendance:	SMBC Cllr. Martin McCarthy, SMBC Cllr. Leslie Kaye
Public in Attendance:	One
Officers in Attendance:	Clerk: Gemma Burgess (minute-taker)

***agenda items had been misnumbered on the agenda but corrected on the minutes.*

Action

C26-008 **Welcome:** Cllr. P Allen welcomed all to the meeting

C26-009 **Apologies for Absence**: Long-term apologies from Cllr. S Temperton due to a family commitment plus apologies from Cllr. S Beechey were received and noted.

C26-010 **Declarations of Interests & Dispensations:** None

C26-011 **Public Question Time:** A resident spoke to again raise concerns about dogs in Arden Hall playing fields/park not being on leads. It was reported that there were 31,920 dog attacks in England & Wales last year and that dogs off leads represent a danger to children and those enjoying the recreation facilities. The matter is to be considered at the next meeting. 1.

Borough Cllrs. McCarthy & Kaye reported on interventions against parking on verges in Park Hall and fly-tipping at Lanchester Park. In response to a query about pavement parking, it was reported that the government will soon be issuing guidance on new powers deal with it.

Castle Bromwich Society would like to host an Easter Egg hunt in the park. The Clerk suggested that the memorial garden would be the most suitable place but that there are no toilet facilities and Arden Hall is closed over the bank holiday. CBS will submit a request with risk assessment.

C26-012 **Minutes:**
RESOLVED: The minutes of the Extraordinary Parish Council meeting held on Wednesday 14th January 2026 were agreed as a true record of the meeting by those who had been present.

C26-013 **Finance and General Purposes Committee**:

a. The minutes of the meeting held on 14th January 2026 were noted.
b. Payment runs 2026-01-28a and b were considered.
RESOLVED: That payment runs 2026-01-28a and b be approved. (att p4-5)
c. **Planning & Licensing:**
i. It was noted that the tall posts at 133 Chester Road have been reduced to a height acceptable to the enforcement officer and the enforcement case is now closed.
ii. It was noted that PL/2025/01837/PPFL 133 Chester Road consultation had been extended due to a new visual being added. The following comment was agreed:

Reference	Address	Proposal	Comment
PL/2025/01837/ PPFL	133 Chester Road Solihull B36 0AE	Erect new dwelling.	Castle Bromwich Parish Council notes the new visual added to the application but does not wish to revise the original comment made on 30/10/25.

C26-014 **Leisure Services Committee:**

a. The consultation on proposed traffic calming measures on Water Orton Rd was considered.
RESOLVED: Castle Bromwich Parish Council welcomes the new raised table in the Water Orton Service Road and hopes that further safety control measures will be implemented.
b. The implementation of the Permanent Traffic Regulation Order for prohibition of parking and waiting was noted. The scheme will relate to a section of Hurst Lane North between Springfield Road and Marlborough Rd. Further phases will see the TRO come into effect on the Cars estate. The Order means that vehicles are not allowed to park on pavements or verges.
c. The working party reported positive progress on an agreement with CBC&SC. The proposals for additional items to be housed in the Pavilion Function Room were discussed. The working party, in conjunction with the Clerk, will continue progressing and ensure an agreement is signed before hiring resumes.

C26-015 **Staffing Committee:** No current matters to update on.

C26-016 **Confidential Matters:**
RESOLVED: That the meeting be closed to members of the public via the Public Bodies (Admission to Meetings) Act 1960, to allow for discussion of confidential matters, publicity of which would be prejudicial to the public interest.

a. **Adult Gym Equipment:** The four responses to the published tender were considered. The tenders were rated on design (equipment and layout), technical and specifications (materials, warranties, maintenance) and presentation (3D, CAD, scale). Individual pieces of equipment were reviewed.

Supplier	Design (60%)	Technical (30%)	Presentation (10%)	TOTAL
A	40	21	8	69
B	34	24	7	65
C	28	18	4	50
D	42	21	8	71

RESOLVED:

- That Supplier D (Wicksteed) be instructed to remove and replace gym equipment and surfacing at a cost of £25,000 from the OSP4235 Play & Exercise Equipment budget.
- That £1500 be reallocated from OSP4230 to OSP4235 and that Sports and Play Consulting be instructed to project manage.

C26-017 **Council Office:** The Clerk reported that:

- The business rates for 2026-27 have been estimated at approximately £9800 which is in budget.
- Pitch 4 is unplayable, it was agreed that CB Lions should contribute half the cost of initial marking if they want it moved.
- SMBC has donated some bulbs which Cllr. P Allen will plant when conditions allow.
- A strategic overview meeting for Party in the Park was agreed for 11:30am on Thursday 5th Feb.
- There have been issues with the glasswash which either require a new 32a electrical supply or the purchase of a lower-rated machine. It was agreed that the supply should be changed, authorised under leadership delegated authority.
- A resident has raised concerns about parking around Castle Bromwich Junior School causing safety concerns for children and those with mobility issues.
-

C26-018 **IT Policy:** The draft policy was amended.
RESOLVED: That the IT Policy be adopted. (attached at pp6-19)

C26-019 **Councillors' reports:** Cllr P Allen and Cllr. D Pearce attended the CBTG panto & reported it was brilliant, the best they had been to. The Clerk reported the positive feedback from the CBTG about the Arden Hall team.

C26-020 **Action Log:** Updates were given:

* Signage (all areas)	Clerk
* Disciplinary & Grievance Procedure	Clerk
* Flag Flying Policy	Clerk
* Staff Handbook	Staffing Comm.
* Schools liaison	Clerk
* Website updated with events	Clerk
* Policies on noticeboards	Clerk
* Stoneymoor Entrance to park	Clerk
1. Dogs on Leads	ALL

C26-021 **Meeting Schedule:** Upcoming meetings (Windsor Room 7pm unless specified) :

Full Council	25th Feb, 25th Mar, 29th Apr
Leisure Services Committee	11th Feb, 8th Apr
Finance and General Purposes Committee	11th Mar, 13th May
Staffing Committee: (Council Office)	15th Apr, 8th Jul
Annual Parish Assembly	3rd Mar

This meeting ended at 8:39pm.

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Signed as a true record of the business transacted
Chairman Castle Bromwich Parish Council

Dated

Castle Bromwich Parish Council

Expenditure transactions - payments approval list **Start of year 01/04/25**

Payment Run 2026-01-28

No	Payment Reference	Gross	Vat	Net	To pay	Invoice date	Invoice no.	Details
4842		£7,494.00	£1,249.00	£6,245.00	£7,494.00	09/10/25	8394	N-CAP Flooring Ltd - Quote for vinyl flooring To prepare the sub floor using a self smoothing compound And to supply and fit a non slip vinyl including a section of matting in doorway Classic Oak 3107 Polysafe Wood fx PUR with Anthracite matting
4841		£705.00	£0.00	£705.00	£705.00	12/12/25	WS25-121	Midlands Legionella Control - Legionella Testing on Both Buildings
4849		£2,934.00	£489.00	£2,445.00	£2,934.00	18/12/25	INV0684283	Furniture@Work Ltd - 15no Gopak Premier Folding Table Adult 70h (cm) Product No: 15424G Size: 122wx61dx70h (cm) Colour:Storm Grey for the Pavilion.
4848		£1,110.78	£185.13	£925.65	£1,110.78	13/01/26	627700	Horizon Soft Drinks Ltd - Bar order- Delivery 16th Jan
4839		£321.59	£53.60	£267.99	£321.59	14/01/26	G1336804	ESPO - Gas Supply at Arden Hall 30.11.2025 - 31.12.25
4840		£102.74	£17.12	£85.62	£102.74	14/01/26	G1336805	ESPO - Gas Supply at Council Office 30.11.2025 - 31.12.25
4846		£50.00	£0.00	£50.00	£50.00	16/01/26	18	Mr N D Thomas (Window Cleaner) - Window Cleaning Jan 2026
Total		£12,718.11	£1,993.85	£10,724.26	£12,718.11			

Signature G M Burgess Signature P.S.C

Date 23/01/26

Castle Bromwich Parish Council

Expenditure transactions - payments approval list **Start of year 01/04/25**

Payment Run 2026-01-28 b

No	Payment Reference	Gross	Vat	Net	To pay	Invoice date	Invoice no.	Details	Payment Reference Total
4853		£360.00	£60.00	£300.00	£360.00	16/01/26	2975	Britannia Air Conditioning - Servicing of both A/C units and both Cellar Cooling units for 20th January at Midday	
4854		£135.00	£0.00	£135.00	£135.00	27/01/26	6245	CombiWave LTD - ervice call to Classeq Eco Glasswasher in Lounge Bar	
Total		£495.00	£60.00	£435.00	£495.00				

Signature E M Burgess

Date 28/01/26

Signature R. S. [illegible].

Castle Bromwich
Parish Council

INFORMATION TECHNOLOGY POLICY

Status	Date & Minute
Adopted	28th January 2026 C26-011

PURPOSE OF THE IT POLICY 2

MONITORING OF IT USE 2

SCOPE OF THIS POLICY 2

COMPUTER USE 3

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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:

- 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).

Monitoring of IT Use

As an IT provider, 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 e-mail address

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.

Computer use

1.1 Hardware

1.1.1 Council computer equipment is provided for council purposes only.

1.1.2 Locking computers when leaving desk, all councillors, staff, and other authorised users must lock their computers 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.

1.1.3 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.

1.1.4 Computer and electronic hardware should be kept clean, and every precaution taken to prevent food and drink being dropped or spilled onto it.

1.1.5 All computer and mobile equipment will carry a number which is logged against the current owner of that equipment. A database of equipment issued will be kept.

1.1.6 Equipment should not be dismantled or reassembled without seeking advice.

1.1.7 Councillors and staff are not to purchase any computer or mobile equipment (including software) unless authorised to do so in Financial Regulations.

1.1.8 Personal disks, USB stick, CDs, DVDs, data storage devices etc cannot be used on council computers without the prior approval of the Clerk.

1.1.9 The council has a number of wireless networks. Using a portable device to make personal Wi-Fi hot spots which bypass existing WiFi is not allowed.

1.1.10 Any faults or necessary repairs must be reported to the Clerk. Leap IT provide support for desktop computers, so a ticket should be raised with them directly for minor issues.

Equipment

2.1 Portable equipment

2.1.1 Portable equipment includes laptop computers, netbooks, tablets, mobile and smart phones with email capability and access to the internet etc.

2.1.2 It is particularly emphasised that council back-up procedures specific to portable equipment should be followed at all times.

2.1.3 All portable computers must be stored safely and securely when not in use in the office, i.e. 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 and should never be left in parked vehicles or at any non-council premises.

2.1.4 It is important to ensure all portable devices are protected with encryption 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. Where possible, these devices should also be programmed to erase all content after several unsuccessful attempts to break in. Any security set on these devices must not be disenabled or removed.

2.1.5 To protect confidential information, unless it is a requirement of the job and this has been authorised, it is forbidden for photographs or videos to be taken in council offices, without the prior written permission of the Clerk. This includes mobile telephones with camera function, camcorder, tape or other recording device for sound or pictures - moving or still.

2.1.6 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).

2.1.7 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 Clerk

2.2 Use of own devices

2.2.1 Personal laptops and other computers or other devices should not be brought into work and used to access council IT systems during working hours, unless this has been authorised by the employee's line manager. This is to ensure that no viruses enter the system, to prevent time being wasted during working hours on personal use and to assist in maintaining security, confidentiality, and data protection.

2.2.2 The Council recognises 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 or accessing documents stored on the council's network. Any such use of personal devices will be at the discretion of the council, but consent for standard systems (MS Windows, Mac OS X, Linux - in commercial configurations) will normally be permitted. Such devices should be kept up to date so that any vulnerabilities in the operating system or other software on the device are appropriately patched or updated.

2.2.3 However, the same security precautions apply to personal devices as to the council's desktop equipment. For continuity purposes, calls made to external parties (such as residents, councillors or other stakeholders) must be made on council landlines or mobile phone numbers to ensure that only these numbers are used and/or stored by the recipient, rather than personal numbers. Any emails sent from own devices should be sent from a council email account and should not identify the individual's personal email address.

2.2.4 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). For Workers or Contractors, we may terminate the worker agreement. This is irrespective of the ownership of the device used. An example would be downloading copyright music illegally or accessing pornographic material.

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

2.2.6 Wherever possible 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, for example, by using different apps for council and personal use. If the device supports both work and personal profiles, the work profile must always be used for work-related purposes.

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

- use a 6-digit pin, strong password (i.e. one which uses three random words (e.g. PurpleCandleRiver) or biometrics/finger print to protect their device(s) from being accessed. For smartphones and tablets this should lock the device after 5 failed login attempts;
- configure their device(s) to automatically prompt for a password after a period of inactivity of more than 10 minutes;
- ensure secure WiFi networks are used;
- ensure that work-related data cannot be viewed or retrieved by family or friends who may use the device;
- inform the clerk if their device(s) is/are lost, stolen, or inappropriately accessed where there is risk of access to council data or resources. To prevent phones being used, they will need to retain the details of their IMEI number and the SIM number of the device as their provider will require this to deactivate it.

2.2.8 Personal information and sensitive data should never be saved on councillors, staff, or other authorised users own devices as this may breach confidentiality agreements, especially if the device is used by other people from time to time.

2.2.9 Councillors, staff, and other authorised users who open any attachments should ensure that any cached copies are deleted immediately after use. The Clerk 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 lost, stolen, or used without the owner's permission.

2.2.10 Prior to the disposal of any device that has work data stored on it, and in the event of a user leaving the council, councillors, staff, and other authorised users are required to allow Leap IT access to the device to ensure that all passwords, user access shortcuts and any identifiable data are removed from the device.

2.2.11 Councillors, staff, and other authorised users must take responsibility for understanding how their device(s) work in respect to 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.

Health and safety

3.1.1 Councillors, staff, and other authorised users who work in council offices will be provided with an appropriate workstation.

3.1.2 The council has a duty to ensure that regular appropriate eye tests, carried out by a competent person, are offered to employees using display screen equipment. Further details are set out in the Staff Handbook.

3.1.3 Any VDU user who feels that their workstation requires changes to make it compliant must speak to the Clerk.

3.1.4 If any hazards are detected at a workstation, including 'noises' from the IT equipment, this should be reported immediately to the Clerk.

Password and Authentication Policy

4.1.1 All user accounts must be protected by strong, secure passwords. The council follows 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—for example, 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 IT provider.
- 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

4.1.2 Access to Passwords

- Passwords are personal and must not be shared under any circumstances.
- Only the assigned user of an account may access or use the associated password.
- In exceptional cases (e.g., incident response or employee offboarding), access to system credentials may be granted to authorised personnel from the IT provider with appropriate approvals and logging.
- Administrative credentials must be stored securely and only accessible to authorised personnel. Assistance should be sought from software/support providers for password resets.

4.1.3 Password Storage and Management

- Passwords must not be stored in plain text or written down in insecure locations.

4.1.4 Password Change Requirements

- Immediately change password if compromise is suspected.

4.1.5 Password Access Control and Logging

- All access to administrative or shared credentials must be logged and auditable.
- Attempts to access unauthorized passwords will be treated as a security incident.

4.1.6 Responsibility

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

The IT security provider is responsible for:

- Managing system/service credentials.
- Enforcing password policies. Auditing and monitoring password-related security practices.

Monitoring

5.1.1 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 is continually monitored as part of the council's protection against computer viruses, ongoing maintenance of the system, and when investigating faults.

5.1.5 The council will 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.

5.1.6 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 HR or legal advisers for the purposes of seeking professional advice. Any external advisers will have appropriate data protection policies and protocols in place.

5.1.7 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.

5.1.8 Councillors, staff, and 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. You can find further details of these rights and how to exercise them in the council's data protection policy.

5.1.9 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.

5.1.10 The council has software and systems in place that can prevent inappropriate internet use and monitor and record all internet usage. A daily log is kept of all activity, which details the names of all websites accessed, along with the date and time of access, by individual councillors, staff, and other authorised users. Records of internet use and sites visited will normally be retained for a period of six months.

5.1.11 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.

5.1.12 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.

5.1.13 All computers will be periodically checked and scanned for unauthorised programmes and viruses.

Remote working

6.1.1 Increased IT security measures apply to those who work away from their normal place of work (e.g. whilst travelling, working from home or at any other different venue), as follows:

- 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;
- 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;
- any data printed should be collected and stored securely;
- all electronic files should be password protected and the data saved to the council's system/services when accessible;
- papers, files or computer equipment must not be left unattended at a non council premises unless arrangements have been made with a responsible person at the premises for them to be kept in a locked room or cabinet if they are to be left unattended at any time;
- any data should be kept safely and should only be disposed of securely;
- papers, files, data sticks/storage, flash drive or backup hard drives should not be left unattended in cars, except where it is entirely unavoidable for short periods, 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;
- where possible the ability to remotely wipe any mobile devices that process sensitive information should be retained in the case of loss or theft;
- Councillors, staff, and other authorised users who work away from the office with sensitive data should be equipped with a screen privacy filter for mobile devices and should use this at all times when accessing such data away from the office.

6.1.2 Those issued with a 'dongle' 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.

6.1.3 Similarly, use of paid for Wi-Fi access, for example at airports should be carefully monitored and restricted to essential council use.

Email

7.1.1 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.

7.1.2 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.

7.1.3 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 Clerk rather than assuming they know the right answer.

7.1.4 All councillors, staff, and other authorised users who need to use email as part of their role will normally be given their own council email address and account. 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.

7.1.5 Email messages sent on the council's account are for council use only. Personal use is not permitted.

Use of the Internet

8.1 Copyright

8.1.1 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 set out the rules. The copyright laws not only apply 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.

8.1.2 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.

8.1.3 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).

8.1.4 Usually, a website will contain copyright conditions; these warnings should be read before downloading or copying.

8.1.5 Copyright and database right law can be complicated. Councillors, staff, and other authorised users should check with the Clerk if unsure about anything.

8.2 Trademarks, links and data protection

8.2.1 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 Clerk.

8.2.2 Special rules apply to the processing of personal and sensitive personal data. For further guidance on this, see the council's data protection policy, a copy of which is in the Staff Handbook.

8.3 Accuracy of information

8.3.1 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.

Use of social media

9.1.1 Social media includes blogs; Wikipedia and other similar sites where text can be posted; multimedia or user generated media sites (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 TV and newspapers. Care should be taken when using social media at any time, either using council systems or at home.

9.1.2 Personal use of social networking/media and chat sites should be restricted to breaks during working hours, or after hours with permission.

9.1.3 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 residents, other councils or councillors or external stakeholders 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.

9.1.4 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:

- 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.
- Any blog that mentions the council, its current work, councillors, employees, other users associated with the council, partner organisations, local groups, suppliers, 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 my employer/ the council.") Writers must not claim or give the impression that they are speaking on behalf of the council.
- Any employee who is developing a site or writing a blog that will mention the council, must inform the Clerk that they are writing this and gain agreement before going 'live'.
- The council expects councillors, staff, and other authorised users to be respectful about the council and its current or potential staff, including 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.
- Photos or videos that include employees or other workers wearing uniforms or clothing displaying the council's name or logo should not be posted on social media if they could reflect negatively on the individual, their role, their colleagues, or the council. Additionally, photos, videos, or audio recordings must not be taken on council premises without explicit permission unless to promote the facilities and published through a Council-maintained media.
- 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.
- Inappropriate conversations with external stakeholders should not take place on any social networking sites, including forums.
- Any writing about or displaying photos 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.
- 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.

- 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 anyone connected to it or disclose personal data or information about any individual that could breach data protection legislation.
- Contacts by the media relating to the council, should be referred to the Clerk.
- 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.
- Councillors, staff, and other authorised users who use X.com, LinkedIn, or other social media/networking sites for council development purposes must ensure they provide the council with login details, including password(s), so that these sites can be accessed and updated in their absence.
- 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.com or any other social media/networking sites.
- 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.

9.1.5 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.

9.1.6 It is important to note that external stakeholders' 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.

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.