

GBWCT POLICY

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SOCIAL NETWORKING BETWEEN STAFF AND CLIENTS/STUDENTS/PARENTS/GUARDIANS

The Golden Bay Workcentre Trust recognises that staff could potentially have social interactions with Students, Parents and Guardians outside of the Workcentre environment.

The Trust holds that while healthy social relationships between staff and Clients/Students/Parents/Guardians are essential to our mission, there are dangers when these relationships exist outside of the Workcentre environment.

Introduction

Here are some examples:

- Staff may learn things about the client/student/parent/guardian that the staff member would not otherwise be entitled to know, such as religious views, political leanings, sexual orientation, dating habits, drug and alcohol use, and a variety of other activities.
- Staff may learn all of those same things about the friends of the client/student/parent/guardian.
- The client/student/parent/guardian may learn things about the staff member that the client/student/parent/ guardian should not know.
- The casual nature of socialising may erode the professional boundaries the Workcentre wants to maintain.

Our Policy

Staff:

- Who choose to socialise with clients/students/parents/guardians outside of work hours will be expected to take responsibility for these relationships,
- Will need to recognise that the Trust may not be in a position to support them should conflicts between the staff member and client/students/parents/guardians arise,
- Will need to recognise that the Trust may not be able to support the staff member if the conflict falls outside the professional standards the staff member is expected to demonstrate within the Trust, and
- Must be aware that clients/students/parents/guardians may bring information about the staff member to the attention of the Trust that the Trust might not otherwise be aware of.

NOTE: To safeguard the personal safety of students/clients/participants and staff the Workcentre prohibits client/student/staff interaction through private social networking and media accounts, e.g. Facebook, instagram and personal email. Staff may create a social

media profile for work purposes with the approval of Management. All GBWCT communication with clients, students, participants and external stakeholders should be conducted via approved channels and should be confined to professional and/or educational contexts only.

This Policy will form part of the Employment Contract between the staff member and the Trust.

I, _____ have read and understood the information contained in this policy

Signed: _____ Date: _____
Employee

Name: _____

Signed: _____ Date: _____
On behalf of the Workcentre Trust

Name: _____