

## SOCIAL MEDIA POLICY

### INTRODUCTION

Social media such as Twitter, Facebook, Google+, YouTube, Instagram, Snapchat, Zoom etc. and blogging represent a growing form of communication for not-for-profit organisations, allowing them to engage their members and the wider public more easily than ever before.

However, it is also an area in which rules and boundaries are constantly being tested. This policy acts in conjunction with Attic Theatre Company's ICT, Privacy and Safeguarding Policies in order to maximise our social media reach while protecting our users and our public reputation.

### PURPOSE

Attic Theatre Company seeks to encourage information and e-sharing amongst its users, audiences, staff and volunteers, and seeks to utilise the expertise of its employees and volunteers in generating appropriate social media content.

At the same time, social media posts should be in keeping with the image that Attic Theatre Company wishes to present to the public, and posts made through its social media channels should not damage the organisation's reputation in any way.

Due to the fast-moving nature of social media and the constant development of new social media programs/applications, it is important that this policy and its procedures be reviewed at regular intervals.

NB in response to the Covid-19 pandemic of 2020 Attic has adopted best practice guidelines for 'online classrooms'. This guidance supports this policy and can be accessed [here](#).

### CORE POLICY

Attic Theatre Company's social media use shall be consistent with the following core values:

- **Integrity:** Attic will not knowingly post incorrect, defamatory or misleading information about its own work, the work of other organisations, or individuals. In addition, it will post in accordance with the organisation's Copyright and Privacy policies.
- **Professionalism** Attic's social media represents the organisation as a whole and should seek to maintain a professional and uniform tone. Staff and volunteers may, from time to time and as appropriate, post on behalf of Attic Theatre Company using its online profiles, but the impression should remain one of a singular organisation rather than a group of individuals.
- **Information Sharing:** Attic encourages the sharing and reposting of online information that is relevant, appropriate to its aims, and of interest to its members.
- **Copyright** When publishing any online material through social media that includes another's direct or paraphrased quotes, thoughts, ideas, photos, or videos, Attic will

always use citations and link to the original material where applicable. Where any images or videos of beneficiaries are published online permission to use these will be obtained prior to publishing (see also Attic's Child Protection Policy and Adults at Risk Policy)

Attic Theatre Company should seek to grow its social media base and use this to engage with existing and potential members, donors and stakeholders. At the same time, a professional balance must be struck which avoids placing the organisation's reputation at risk.

## **RESPONSIBILITIES**

The Board shall nominate a Communications Officer to co-ordinate Attic Theatre Company's social media management (currently the Artistic Director).

The Communications Officer will oversee expansion of social media and help to develop the Social Media Strategy.

Staff and volunteers may, from time to time and where appropriate, post on behalf of Attic Theatre Company using the organisation's online social media profiles. This is to be done only with the express knowledge and authorisation of the Communications Officer.

The Communications Officer has ultimate responsibility for:

- Ensuring that all posts are in keeping with Attic's core aims and vision.
- Ensuring that all posts are compliant with Attic's safeguarding procedures including the Child Protection Policy and Adults at Risk Policy.
- Ensuring appropriate and timely action is taken to correct or remove inappropriate posts (including defamatory and/or illegal content) and in minimising the risk of a repeat incident.
- Ensuring that appropriate and timely action is taken in repairing relations with any persons or organisations offended by an inappropriate post.
- Moderating and monitoring public response to social media, such as blog comments and Facebook replies, to ensure that trolling and spamming does not occur, to remove offensive or inappropriate replies, or caution offensive posters, and to reply to any further requests for information generated by the post topic.

It is important to maintain the balance between encouraging discussion and information sharing and maintaining a professional and appropriate online presence.

### **Delegation**

Social media is often a 24/7 occupation; as such, such responsibilities as outlined above may be delegated by the Communications Officer to another appropriate staff member/volunteer.

## **PROCESSES**

### **Posting to social media**

Before social media posts are made, volunteers and staff should ask themselves the following questions:

- Is the information I am posting, or reposting, likely to be of interest to Attic Theatre Company's members and stakeholders?
- Is the information in keeping with the interests of the organisation and its constituted aims?
- Could the post be construed as an attack on another individual, organisation or project?
- Would Attic Theatre Company's donors be happy to read the post?
- If there is a link attached to the post, does the link work, and have I read the information it links to and judged it to be an appropriate source?
- If reposting information, is the original poster an individual or organisation that Attic Theatre Company would be happy to associate itself with?
- Are the tone and the content of the post in keeping with other posts made by Attic Theatre Company? Does it maintain the organisation's overall tone?

If you are at all uncertain about whether the post is suitable, do not post it until you have discussed it with the Communications Officer.

### **Damage limitation**

In the event of a damaging or misleading post being made, the Communications Officer should be notified as soon as possible, and the following actions should occur:

- The offending post should be removed.
- Where necessary an apology should be issued, either publicly or to the individual or organisation involved.
- The origin of the offending post should be explored and steps taken to prevent a similar incident occurring in the future.

If the mistake seems set to grow, or to cause significant damage to the organisation's reputation, the following should be advised:

- Define the scale of the crisis and impact on the organisation
- Communicate the issue to all staff and employees to prevent further escalation and provide a united response
- Seek support from those with media/marketing expertise for advice

### **Moderating social media**

The reputation of Attic Theatre Company is first and foremost, and this involves maintaining a safe and friendly environment for its staff and users.

From time to time social media forums may be hijacked by trolls or spammers or attract people who attack other posters or the organisation aggressively. In order to maintain a pleasant environment for everybody, these posts need to be moderated.

Freedom of speech is to be encouraged, but if posts contain one or more of the following, it is time to act:

- Excessive or inappropriate use of swearing
- Defamatory, slanderous or aggressive attacks on Attic Theatre Company, other individuals, organisations, projects or public figures

- Breach of copyrighted material not within reasonable use, in the public domain, or available under Creative Commons license
- Breach of data protection or privacy laws
- Repetitive advertisements
- Topics which fall outside the realms of interest to members and stakeholders, and which do not appear to be within the context of a legitimate discussion or enquiry.

If a post appears only once:

- Remove the post as soon as possible
- If possible/appropriate, contact the poster privately to explain why you have removed the post and highlighting Attic Theatre Company's posting guidelines.

If a poster continues to post inappropriate content, or if the post can be considered spam:

- Remove the post as soon as possible
- Ban or block the poster to prevent them from posting again.

Banning and blocking should be used as a last resort only, and only when it is clear that the poster intends to continue to contribute inappropriate content. However, if that is the case, action must be taken swiftly to maintain the welfare of other social media users.

The decision to block, ban and remove posts ultimately lies with the Communication Officer, but may, at their discretion, be delegated to responsible staff and volunteers.

If Attic receives negative or defamatory comments or posts on platforms that cannot be moderated a Crisis plan may be implemented.

In the first instance the Communications Officer will discuss with all relevant parties the scale of the incident and decide the best approach.

If action beyond monitoring of the online conversation is required the Crisis Plan is as follows:

- Submit a follow up response which is both humble and informative
- Cancel all scheduled posts which may escalate or add heat to the issue
- Approach the poster directly and engage with them, requesting any further discussion takes place via other means of communication, ie off social media platforms. This could include providing contact details
- Maintain communication internally to ensure that all staff, volunteers and trustees are aware of the organisational approach and the steps taken.
- If required post a press release or statement to clarify the organisational stance

This procedure is owned by Attic Theatre Company

Latest review – 4/9/19