

Social Networking

ACAS has released guidance to employers on how to respond to the challenges posed by social networking in the workplace.

The guidance advises employers to:

1. draw up a policy on social networking;
2. treat 'electronic behaviour' in the same way that you would treat 'non-electronic' behaviour; and
3. react reasonably to issues around social networking by asking 'what is the likely impact on the organisation?'

ACAS has also drawn up fact sheets on the impact of social networking on managing performance; recruitment; discipline and grievances; bullying and defamation, data protection and privacy.

If your organisation has not yet put a social networking policy in place, please do contact one of the employment team who will be happy to help you do so.

To view the ACAS guidance [click here](#).

We would also encourage you to participate in the HDA survey on the use of social networking in the workplace. HDA (www.hda.co.uk), is currently running a series of surveys with HR professionals and business leaders, staff in employment (at opt-in organisations), and students to learn more about how the emergent workforce, (currently at schools, colleges or in universities), is likely to use social networking for creative, collaborative and productivity-enhancement purposes.

The survey for HR professionals and business leaders can be found [here](#). Please participate and encourage your professional HR and business contacts to participate. The survey should take less than 10 minutes to complete.

More on the objectives of the study can be found [here](#), and a summary of the first 100 HR professionals and business leader responses can be found [here](#).

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