



Information Policy & Compliance
bbc.co.uk/foi

26th March 2013

Freedom of Information Request - RF120130205

Thank you for your request under the Freedom of Information Act 2000 (the Act) received on 12th February, seeking the following information:

“a complete breakdown of incidents of social media misuse by employees within the BBC in the last three years. Please provide as much detail as possible in your response, such as:

- Please state the format of misuse – e.g Facebook, Twitter etc.*
- Please state the action taken – disciplinary, dismissal etc.*
- Please provide relevant detail to each incident – e.g breach of confidential information”*

Please clarify the department involved in each case”

The BBC records details of disciplinary cases on a central case management database. It is not mandatory for the ‘category’ or ‘outcome’ to be entered on the database, and there are a number of cases where this information is not available. These cases are not included in the numbers provided.

We have looked at all cases logged since 1st January 2010 and have found that there is 1 case where misuse of social media is recorded as the reason for disciplinary in this time.

Under section 40(2) of the Act, we are withholding the information requested on the detail and outcome of the disciplinary. As the request relates to a small number of staff, this could lead to individuals being identified. Personal information about living individuals is exempt if disclosure to a third party would breach one or more principles of the Data Protection Act 1998. As individuals who work at the BBC do not expect their personal information to be disclosed, to do so would be unfair; therefore, disclosure would breach the First Data Protection Principle, fairness.

The BBC’s policy on staff use of the internet can be found at the following link
http://www.bbc.co.uk/guidelines/dq/pdf/is/acceptable_use.pdf

The BBC’s Information Security Policy can be found at the following link

http://www.bbc.co.uk/guidelines/dq/contents/information_security.shtml

The BBC's policies on Disciplinary and Grievances can be found on our publication scheme at the following address:

http://www.bbc.co.uk/foi/publication_scheme/classes/policies_procedures/staff_policies.shtml

I hope this response satisfies your request.

Appeal Rights

If you are not satisfied that we have complied with the Act in responding to your request, you have the right to an internal review by a BBC senior manager or legal adviser. Please contact us at the address above, explaining what you would like us to review and including your reference number. If you are not satisfied with the internal review, you can appeal to the Information Commissioner. The contact details are: Information Commissioner's Office, Wycliffe House, Water Lane, Wilmslow, Cheshire, SK9 5AF, telephone 01625 545 700 or see <http://www.ico.gov.uk/>

Yours sincerely

Karen Wood
BBC People

