



UNISON Yorkshire Ambulance Branch  
**UNISON**

## When is a private group not a Private Group?

UNISON has seen an increase recently of members facing disciplinary action from the Trust over content on so called 'private' groups. There are many social media and messenger platforms as we all know, a lot if not all claiming to give privacy and protection of the messages, videos or pictures shared within.

Unfortunately, as some members have found to their cost, this is not the case, and a private group is only as private as the members on it want it to be. Should something be posted in one of these groups offend a member of the group who then shares the information with the trust, the Trust will investigate and take action should they deem it necessary.

The new sexual safety charter introduced across the NHS, and recently launched by the Trust is long overdue and sends a strong message that behaviours that in a bygone era may have been seen as the norm are not acceptable.

This does include pictures, videos, comments or patient/staff information etc that are put on various messenger groups or social media that become public should they be reported by anyone in that group. The best way to avoid falling foul of all this is simple, please do not get involved or share inappropriate material in any group or online platform and maintain the professional behaviours and the high standards that we all strive for.

This is a difficult topic for trade unions, it's not our position to tell members how to conduct themselves but we need to highlight this issue due to the increase in cases relating to social media content.

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