

**Pinewood School Academy Trust
AI Policy**

Approved by	Full Governing Board	Effective From	09 Jul 2026
Review Frequency	2 Years	Last Review	09 Jul 2026
Version	1.0	Next Review	09 Jul 2028

What does this Policy cover?

Here at Pinewood School, we understand the valuable potential that artificial intelligence (AI), including generative AI, holds for schools. For example, it can be used to enhance pedagogical methods, customise learning experiences and progress educational innovation.

We are also aware of the risks posed by AI, including data protection breaches, copyright issues, ethical complications, safeguarding and compliance with wider legal obligations.

Therefore, the aim of this policy is to establish guidelines for the ethical, secure and responsible use of AI technologies across our whole school community.

This policy covers the use of AI tools by school staff, trustees and pupils. This includes generative tools such as ChatGPT and Google Gemini (please note, this list is not exhaustive).

Who should read this policy and what are its aims?

Intended Audience: Staff, Trustees, Parents/Carers, Community, Pupils

Key aims of this policy:

- Support the use of AI to enhance teaching and learning
- Support staff to explore AI solutions to improve efficiency and reduce workload
- Prepare staff, trustees and pupils for a future in which AI technology will be an integral part
- Promote equity in education by using AI to address learning gaps and provide personalised support
- Ensure that AI technologies are used ethically and responsibly by all staff, trustees and pupils
- Protect the privacy and personal data of staff, trustees and pupils in compliance with the UK GDPR

Definitions

This policy refers to both 'open' and 'closed' generative AI tools. These are defined as follows:

- **Open generative AI tools** are accessible and modifiable by anyone. They may store, share or learn from the information entered into them, including personal or sensitive information (e.g. ChatGPT or Google Gemini personal editions).
- **Closed generative AI tools** are generally more secure, as external parties cannot access the data you input without explicit consent (e.g. Arbor using Open AI, Gemini for Google Workspace Education, ChatGPT for business).

Legislation

This policy reflects good practice guidelines/recommendations in the following publications:

- [AI regulation white paper](#), published by the Department for Science, Innovation and Technology, and the Office for Artificial Intelligence
- [Generative artificial intelligence \(AI\) and data protection in schools](#), published by the Department for Education (DfE)
- This policy also meets the requirements of the:
 - UK General Data Protection Regulation (UK GDPR) – the EU GDPR was incorporated into UK legislation, with some amendments, by [The Data Protection, Privacy and Electronic Communications \(Amendments etc\) \(EU Exit\) Regulations 2020](#)
 - [Data Protection Act 2018 \(DPA 2018\)](#)

Regulatory principles

We follow the 5 principles set out in the [AI regulation white paper](#).

REGULATORY PRINCIPLE	WE WILL
Safety, security and robustness	• Ensure that AI solutions are secure and safe for users and protect users' data • Ensure we can identify and rectify bias or error • Anticipate threats such as hacking
Appropriate transparency and explainability	• Be transparent about our use of AI, and make sure we understand the suggestions it makes
Fairness	• Only use AI solutions that are ethically appropriate, equitable and free from prejudice – in particular, we will fully consider any bias relating to small groups and protected characteristics before using AI, monitor bias closely and correct problems where appropriate

Accountability and governance	Ensure that the Governing Board and staff have clear roles and responsibilities in relation to the monitoring, evaluation, maintenance and use of AI
Contestability and redress	- Make sure that staff are empowered to correct and overrule AI suggestions – decisions should be made by the user of AI, not the technology - Allow and respond appropriately to concerns and complaints where AI may have caused error resulting in adverse consequences or unfair treatment

Roles and responsibilities

1. AI Lead

Our generative AI Lead is Ed Uncle, IT & Estates Manager. He is responsible for the day-to-day leadership, ownership and management of AI use in the school.

The AI Lead will:

- Take responsibility for the day-to-day leadership and management of AI use in the school
- Liaise with the data protection officer (DPO) to ensure that the use of AI is in accordance with data protection legislation
- Ensure that the guidance set out in this policy is followed by all staff
- Review and update this AI policy as appropriate, and at least annually
- Ensure staff are appropriately trained in the effective use and potential risks of AI
- Make sure pupils are taught about the effective use and potential risks of AI
- Sign off on approved uses of AI, or new AI tools, taking into account advice from the DPO, AI lead and data protection impact assessments

2. Board of Trustees

The board of Trustees will:

- Take overall responsibility for monitoring this policy and holding the Senior Leadership Team to account for its implementation in line with the school's AI strategy.
- Ensure the AI Lead is appropriately supported to make informed decisions regarding the effective and ethical use of AI in the school
- Adhere to the guidelines below to protect data when using generative AI tools:
 - Use only approved AI tools (see section 7)
 - Seek advice from the data protection officer and AI Lead, as appropriate
 - Check whether they are using an open or closed generative AI tool
 - Ensure there is no identifiable information included in what they put into open generative AI tools
 - Acknowledge or reference the use of generative AI in their work
 - Fact-check results to make sure the information is accurate

3. Data Protection Officer (DPO)

The Data Protection Officer (DPO) is responsible for monitoring and advising on our compliance with data protection law, including in relation to the use of AI.

Our DPO is Ed Uncle who can be contacted at dpo@pinewood.herts.sch.uk

4. Designated Safeguarding Lead (DSL)

Our Designated Safeguarding Lead (DSL) is Louise Casey. The DSL is responsible for monitoring and advising on our compliance with safeguarding requirements including in relation to the use of AI, such as:

- Being aware of new and emerging safeguarding threats posed by AI
- Updating and delivering staff training on AI safeguarding threats
- Responding to safeguarding incidents in line with Keeping Children Safe in Education (KCSIE)

5. All staff

As part of our aim to reduce staff workload while improving outcomes for our pupils, we encourage staff to explore opportunities to meet these objectives through the use of approved AI tools. Any use of AI must follow the guidelines set out in this policy.

To protect data when using generative AI tools, staff must:

- Use only approved AI tools (see section 7)
- Seek advice from the AI Lead or DSL, as appropriate
- Check whether they are using an open or closed generative AI tool
- Ensure there is no identifiable information included in what they put into open generative AI tools
- Acknowledge or reference the use of generative AI in their work
- Fact-check results to make sure the information is accurate

All staff play a role in ensuring that pupils understand the potential benefits and risks of using AI in their learning. All of our staff have a responsibility to guide pupils in critically evaluating AI-generated information and understanding its limitations.

6. Pupils

Pupils must follow the guidelines set out in section 15 of this policy ('Use of AI by pupils')

7. Approved use of AI

We are committed to helping staff and trustees reduce their workload. Generative AI tools can make certain written tasks quicker and easier to complete but cannot replace the judgement and knowledge of a human expert.

Whatever tools or resources are used to produce plans, policies or documents, the quality and content of the final document remains the professional responsibility of the person who produced it.

Any plans, policies or documents created using AI should be clearly attributed. Any member of staff or trustee using an AI-generated plan, policy or document should only share the AI-generated content with other members of staff or trustees for use if they are confident of the accuracy of the information, as the content remains the professional responsibility of the person who produced it.

Always consider whether AI is the right tool to use. Just because the school has approved its use doesn't mean it will always be appropriate.

Note that open-source AI tools / open AI tools, meaning tools which anyone can access and modify, should only be used for tasks that don't require personal information to be input.

Approved tools	Approved uses	Unauthorised use
Google Gemini Personal Edition - Paid or Free Versions (Open Platform)	• Lesson ideas and planning • PowerPoint creator • Template letter to parents/carers • Template job descriptions and adverts • Interview Questions	• No student, parent or staff data to be copied, pasted or typed into the platform.
Google Gemini for Google Workspace Education - With Pinewood School Account (Closed Platform)	• As free edition plus: • Analysing Pupil or Employee data • Redaction	• No Safeguarding Information should be copied, pasted or typed into the platform.
TeachMateAI with Pinewood School Account (Closed Platform)	• Lesson ideas and planning • Slide Decks • Quizzes • Worksheets	• No student, parent or staff data to be copied, pasted or typed into the platform.
Arbor with Pinewood School Account (Closed Platform)	• Ask Arbor (Assistant) • Analysing Pupil Data • Suggest Comms for Generating letters	• No Safeguarding Information should be copied, pasted or typed into the platform.

Chat GPT Personal Edition - Paid or Free Versions (Open Platform)	• Lesson ideas and planning • PowerPoint creator • Template letter to parents/carers • Template job descriptions and adverts • Interview Questions	• No student, parent or staff data to be copied, pasted or typed into the platform.
Chat GPT Business Edition with school managed account (Closed Platform)	• As free edition plus: • Analysing Pupil or Employee data • Redaction	• No Safeguarding Information should be copied, pasted or typed into the platform.
Chalkie.ai - Personal Account - Paid or Free Versions (Open Platform)	• Lesson ideas and planning • Slide Decks • Quizzes • Worksheets	• No student, parent or staff data to be copied, pasted or typed into the platform.

8. Process for approval

Staff are welcome to suggest new ways of using AI to improve pupil outcomes and reduce workload. Staff should contact the SLT to submit a request to use other AI Tools. They will then present the request to the AI Lead to discuss any ideas they may have with regards to using AI, so the AI Lead can take the suggestions forward if they deem it to be a satisfactory new method of working.

The AI Lead is responsible for signing off on approved uses of AI, or new AI tools, taking into account data protection impact assessments.

9. Data protection and privacy

To ensure that personal and sensitive data remains secure, no one will be permitted to enter such data into unauthorised generative AI tools or chatbots. No personal and sensitive data can be entered into any open AI Tools even if they are authorised.

If personal and/or sensitive data is entered into an unauthorised generative AI tool, Pinewood School will treat this as a data breach and will follow the personal data breach procedure outlined in our data protection policy.

10. Intellectual property

Most generative AI tools use inputs submitted by users to train and refine their models.

Pupils own the intellectual property (IP) rights to original content they create. This is likely to include anything that shows working out or is beyond multiple choice questions.

Pupils' work must not be used by staff to train generative AI models without appropriate consent or exemption to copyright.

Exemptions to copyright are limited – we will seek legal advice if we are unsure as to whether we are acting within the law.

11. Bias

We are aware that AI tools can perpetuate existing biases, particularly towards special characteristics including sex, race and disability. This means that critical thought must be applied to all outputs of authorised AI applications. This means fact and sense-checking the output before relying on it.

We will ensure we can identify and rectify bias or error by training staff in this area. We also regularly review our use of AI to identify and correct any biases that may arise. If parents/carers or pupils have any concerns or complaints about potential unfair treatment or other negative outcomes as a consequence of AI use, these will be dealt with through our usual complaints procedure.

12. Raising concerns

We encourage staff and trustees to speak to the AI Lead and Headteacher in the first instance if they have any concerns about a proposed use of AI, or the use of AI that may have resulted in errors that lead to adverse consequences or unfair treatment.

13. Ethical and responsible use

We will always:

- Use generative AI tools ethically and responsibly
- Remember the principles set out in our school's equality policy when using generative AI tools.
- Consider whether the tool has real-time internet access, or access to information up to a certain point in time, as this may impact the accuracy of the output
- Fact and sense-check the output before relying on it. Staff and trustees must not:
 - Generate content to impersonate, bully or harass another person
 - Generate explicit or offensive content
 - Input offensive, discriminatory or inappropriate content as a prompt

14. Educating pupils about AI

Here at Pinewood School, we acknowledge that pupils benefit from a knowledge-rich curriculum that allows them to become well-informed users of technology and understand its impact on society. Strong foundational knowledge will ensure that pupils develop the right skills to make the best use of generative AI.

These emerging AI concepts will be covered within the computer science curriculum. These concepts will include:

- Creating and using digital content safely and responsibly
- The limitations, reliability and potential bias of generative AI
- How information on the internet is organised and ranked
- Online safety to protect against harmful or misleading content

15. Use of AI by pupils

We recognise that AI has many uses to help pupils learn. Students must not share personal information of themselves or others with any AI tools.

At present, pupils may use AI tools:

- As a research tool to help them find out about new topics and ideas or to help them simplify content so they can understand concepts.
- When specifically studying and discussing AI in schoolwork, for example in IT lessons or about AI generated images

All AI-generated content must be properly attributed and appropriate for the pupils' age and educational needs.

AI may also lend itself to cheating and plagiarism. To mitigate this, pupils may not use AI tools:

- During assessments, including internal and external assessments, and coursework
- To write their homework or class assignments, where AI-generated text is presented as their own work

This list of AI misuse is not exhaustive.

Where AI tools have been used as a source of information, pupils should reference their use of AI. The reference must show the name of the AI source and the date the content was generated.

We consider any unattributed use of AI-generated text or imagery to be plagiarism and will follow our plagiarism procedures as set out in our exams policy.

Pupils must consider what is ethical and appropriate in their use of AI and must not:

- Generate content to impersonate, bully or harass another person
- Generate explicit or offensive content
- Input offensive, discriminatory or inappropriate content as a prompt

16. Formal assessments

We will continue to take reasonable steps where applicable to prevent malpractice involving the use of generative AI in assessments. See our exams policy for more details.

We will follow the latest guidance published by the Joint Council for Qualifications (JCQ) on [AI use in assessments](#).

17. Staff training

Staff will be provided with annual training about the use of AI within the context of the school. As the new technologies emerge and the school begins to test and adopt them more widely, staff will be kept up to date with developments in AI, and how they will be able to develop and improve their practice on a regular basis. This will be through AI insight events, CPD and bulletins. These will form the basis of CPD events throughout the school calendar.

18. Breach of this policy

By staff

Breach of this policy by staff will be dealt with in line with our staff code of conduct, data protection and school disciplinary policy.

Where disciplinary action is appropriate, it may be taken whether the breach occurs:

- During or outside of working hours
- On an individual's own device or a school device
- At home, at school or from a remote working location

Staff members will be required to co-operate with any investigation into a suspected breach of this policy. This may involve providing us with access to:

- The generative AI application in question (whether or not it is one authorised by the school)
- Any relevant passwords or login details

You must report any breach of this policy, either by you or by another member of staff, to the Headteacher or AI Lead immediately.

By Trustees

Trustees found in breach of this policy will be contacted by the Headteacher or the DPO.

By pupils

Any breach of this policy by a pupil will be dealt with in line with relevant policy.

19. Monitoring and transparency

AI technology, and the benefits, risks and harms related to it, evolves and changes rapidly. Consequently, this policy is a live document that must be kept updated by SLT and will report to the Governing Board whenever there is a significant change to either AI use by the school or the associated risks of AI usage.

This policy will also be regularly reviewed and updated to align with emerging best practices, technological advancements and changes in regulations.

The policy will be shared with the Board of Trustees at least annually.

All staff are expected to read and follow this policy. The AI Lead is responsible for ensuring that the policy is followed.

The AI Lead will monitor the effectiveness of AI usage across the school and will ensure we keep members of the school community up to date on the use of AI technologies for educational purposes.

Revision History			
Date (dd mmm cyy)	Version	Modified by	Reason for Change
09 Jul 2026	1.0	Ed Uncle	New Policy