UpskillMe

Photo & Media Policy – Upskill Me

Introduction

At Upskill Me, we value transparency and respect when capturing and sharing images of young people or clients at our events. This policy outlines how we obtain consent, where images may be used, and how we ensure the privacy of those who opt out.

Upskill Me, along with our partners and clients, may take photographs and videos at our events to highlight our work, showcase young people's experiences, and promote career opportunities. These images help us inspire and engage future participants, educators, and employers.

Scope

This policy applies to all young people or clients participating in Upskill Me events, as well as any content shared by our clients and partners. For the purpose of this policy, "images" refers to both photographs and videos, and "participants" refer to students and clients attending our events.

Key Information

Who Gives Consent?

- Parents/carers must provide written consent for participants under 18 before attending our events.
- Participants aged 16-17 may also provide their own consent where appropriate.
- Participants aged 18 and above can give their own consent.

Opting Out

- Parents/carers or participants may opt out of photography during the consent process.
- Participants who do not have consent for photography will be identified with a designated lanyard.
- Upskill Me and our partners will ensure that images of these participants are not used in any public or promotional materials.

Where and How We Use Images

- With consent, images may be used in:

- Upskill Me and partner/client social media (e.g., LinkedIn, Instagram, Twitter)

Websites and digital platforms

- Promotional brochures, reports, and presentations
- Event marketing materials
- Press releases, media coverage, and external publications

We always strive to:

- Portray young people and our clients in a respectful and positive manner.
- Limit identifying information (e.g., using first names only when necessary).
- Obtain additional permissions if an image is used beyond its original purpose.

Managing and Removing Images

- Consent can be withdrawn at any time by contacting Upskill Me.
- Once an image is shared online or in print, we cannot guarantee its complete removal but will take reasonable steps to stop further use.
- Website and social media images will be removed within 3 working days of a request.
- Printed materials will have images updated in the next review or reprint cycle.

Contact & Concerns

If you believe you or your young person's image has been used in error or against consent, please contact us at upskillme@targetjobs.co.uk.

Changes to This Photo & Media Policy

We might update this policy from time to time. If we make any big changes, we'll let you know through our website or by email.

This Photo & Media Policy was last updated in April 2026.