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School for
Inspiring Talents

Invacuation, Lockdown & Evacuation Policy

Invacuation, Lockdown & Evacuation Policy

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Policy Statement

The safety of pupils, staff members and visitors on the premises is paramount and **School for Inspiring Talents** takes their duty to protect the wellbeing and welfare of these people very seriously.

The main priority is to prevent an emergency from occurring in the setting; however, this is sometimes, unfortunately, out of the hands of the school. In an emergency, staff members at the school will endeavour to take all reasonable actions in order to ensure the safety of pupils and visitors.

The procedures outlined in this policy aim to minimise disruption to the learning environment whilst ensuring the safety of all pupils, staff members and visitors.

Legal Framework

This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:

- The Management of Health and Safety at Work Regulations 1999
- The Health and Safety at Work etc. Act 1974
- Regulatory Reform (Fire Safety) Order 2005
- DfE (2018) ‘Health and safety: responsibilities and duties for schools’
- DfE (2015) ‘Emergency planning and response’
- DfE (2014) ‘Fire safety in new and existing school buildings’
- DfE (2019) ‘School and college security’
- National Counter Terrorism Security Office (2015) ‘Developing Dynamic Lockdown Procedures’

Definitions

1. An ‘**evacuation**’ is the orderly removal of pupils, staff members and visitors from the school building; this can be as a result of a fire or other incident within the building.
2. The term ‘**invacuation**’ refers to the process of making staff members aware of an emergency and moving pupils, staff members and visitors to the most sheltered areas within the building. This procedure is employed if moving outside would increase the risk of harm to people, e.g., toxic fumes in the air, and when it is not necessary to protect people from intruders.

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3. 'Lockdown' refers to the procedure of locking external doors and windows before taking immediate shelter in a secure location. This procedure is typically invoked as a response to a security threat.

Invacuation Procedure

1. The aim of the invacuation procedure is to protect lives by keeping people inside away from perceived danger. This procedure will be used in the event of armed intrusion, chemical spillages, and air pollution.
2. The Site Lead will state the agreed signal for activation as soon as a concern has been raised.
3. Staff members will keep in contact using two-way radios or mobile phones to inform each other of any problems experienced while carrying out the procedure, e.g., missing pupils.
4. Throughout the procedure, the Site Lead, or another designated member of staff, will continuously keep other staff members updated, where possible, using two-way radios or mobile phones.
5. During an invacuation, pupils, staff members and visitors outside the school building will move quickly and quietly through the nearest entrance to the building.
6. If staff are in buildings adjacent to where pupils or other staff members are outside, they will signal to the class to come inside immediately.
7. When all personnel are inside, doors and windows will be securely locked and, if sheltering from an environmental hazard, all ventilation and/or air circulation systems will be switched off.
8. A register will be taken of all pupils, staff, and visitors to determine whether anyone is missing or injured.
9. Main entrances into the school site will be locked if necessary.
10. Prior to the procedure, the Site Lead will identify designated 'safe rooms' throughout the school building, which all staff members will be made aware of (see procedure).
11. Where an invacuation occurs during lesson time, pupils will be guided towards their designated 'safe room' by their classroom teacher or head of department, who will ensure that all pupils are accounted for.
12. When the invacuation procedure occurs during lunchtime, or a lesson change over, all staff members will guide pupils towards the nearest designated 'safe room'.
13. Visitors will be directed to the nearest designated 'safe room'.
14. Staff members will instruct pupils to stay away from the windows and doors.
15. Where necessary, pupils will be informed to lie or sit on the floor.
16. Pupils, staff members and visitors will remain in their designated rooms or positions until told to do so by the emergency services, or the Principal has given an announcement to declare the risk has gone.
17. Staff will be responsible for reassuring pupils and keeping them calm during the procedure.
18. When the invacuation procedure has finished, pupils will return to their timetabled classroom where a register will be taken.
19. Throughout the invacuation procedure, the school office will keep in contact with the emergency services, ensuring the procedure is being implemented correctly.
20. Following an occurrence necessitating the invacuation procedure, the following actions will be taken:
 - A follow up talk with staff members and pupils will be delivered by SLT
 - Support will be sought where necessary, for example, from counselling services
 - Parents and other stakeholders will be informed via letter
 - The response to the crisis will be evaluated and procedures amended where necessary
 - The school's Business Continuity Plan will be activated to help restore normality following an incident

Lockdown Procedure

21. This procedure will be implemented as a sensible and proportionate response to any external or internal incident which has the potential to pose a threat to the safety and wellbeing of pupils, staff members and visitors.
22. The Principal will ensure that all staff members understand when and how this procedure will be implemented.
23. Depending on the circumstances, either a partial lockdown or full lockdown procedure will be implemented.
24. The Site Lead will take all factors into consideration when deciding whether to partially or fully lockdown the school. Where possible, advice will be sought from the emergency services.
25. The partial lockdown procedure is a precautionary measure but puts the school in a state of readiness should the situation escalate. It will be used in the event of, but not limited to, the following:
 - A local risk of air pollution
 - A civil disturbance in the local community with the potential to pose a risk to the schoolThe full lockdown procedure will be used in the event of, but not limited to, the following:
 - An intruder on the school site
 - A major fire in the vicinity of the school
 - The close proximity of a dangerous dog, or other animal, roaming loose
26. The signal given for staff members to implement the lockdown procedure is given by two-way radio from the Site Lead
27. Staff will be informed of the type of lockdown procedure that will be implemented and made aware that it is not a drill via a public address system and internal messaging system.
28. Lines of communication between staff members will be kept open using two-way radios and mobile phones; however, unnecessary calls to the school office will not be made as this could delay important communication.
29. As soon as the alarm has been raised, the school office staff will ensure that the relevant emergency services are informed and kept up to date with the situation.
30. In the event of the school implementing the lockdown procedure, pupils will be instructed to remain in their classroom, or will be guided to the nearest suitable room, e.g., classroom, hall, sports hall, or office.
31. Staff members will ensure that the toilets, and all other areas are cleared of all pupils, staff members and visitors.
32. Staff have a responsibility to ensure that any items that could be used as weapons, e.g., kitchen utensils or sports equipment, are kept securely locked away when not in use.
33. Pupils who are outside the school, or not in classrooms, will be led inside as quickly as possible, unless this will endanger them and others.
34. If staff members, pupils or visitors remain outside during the implementation of a full lockdown, they will hide in the designated safe area, until the emergency services have arrived.
35. Classroom teachers will be responsible for the pupils within their classroom.
36. When all personnel and pupils are inside, doors and windows will be securely locked, including fire doors, external doors, and internal doors.
37. Classroom teachers or phase leaders will conduct a register or headcount. Staff will notify the school office immediately of any pupils not accounted for via two-way radios or mobile phones, and an immediate search will be instigated, where appropriate.
38. Once all personnel and pupils are inside, the SLT will conduct an on-going and dynamic risk assessment based on advice from the emergency services.
39. All pupils, staff members and visitors will be made aware of their nearest exit point in case a hostile intruder manages to gain access.
40. Pupils may be asked to hide or disperse if this will improve their safety.
41. Pupils are instructed to take cover under their tables where possible.
42. In the event of a partial lockdown, movement may be permitted within the building, dependent upon the circumstances, but this will be supervised by a staff member.

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43. In the event of an air pollution issue or a chemical, biological, radiological, or nuclear (CBRN) attack, air vents will be closed, where possible, as an additional precaution.
44. In the event of a full lockdown, once all pupils have been accounted for, the following actions will be carried out by staff members in order to increase protection:
 - Blocking off access points by moving furniture to obstruct doorways etc.
 - Drawing all curtains and blinds
 - Turning off all lights and electrical monitors expressing light
 - Instructing all pupils to either sit on the floor, under a table or against a wall
 - Ensuring all people are kept out of sight and away from windows or doors
 - Instructing people to stay as quiet as possible
45. All personnel will remain inside until an 'all clear' signal has been given, either via public address and internal messaging systems or by the SLT, or unless told to evacuate by the emergency services. If someone is taken hostage on the premises, the school will seek to evacuate the rest of the site.
46. Parents will be notified as soon as it is practicable to do so.
47. Pupils will not be released to parents during a lockdown.
48. If it is necessary to evacuate the building, a continuous ring of the fire alarm will be sounded.
49. The school's Business Continuity Plan will be activated to help restore normality following an incident.

Evacuation Procedure

50. The school will carry out evacuation drills at least once a term in order to ensure pupils and staff members fully understand what is involved in the procedure and that it is implemented effectively.
51. In an emergency, such as a fire, the school's evacuation procedure will be implemented with the priority of getting everyone out of the school safely and calling the emergency services.
52. All staff members will have a copy of the evacuation procedure and clear instructions regarding the fire evacuation procedure will be displayed in every classroom.
53. New staff members will be advised of evacuation procedures as part of their induction training.
54. There are designated fire wardens for each school.
55. The school has undertaken the appropriate fire awareness and fire warden training that meets the fire authority's regulations.
56. The Principal will ensure that all staff members are aware of the designated evacuation points.
57. A secondary evacuation point has been prearranged and is located at the rear forest area.
58. The secondary evacuation point will be used in the event that the primary evacuation points on the school site are not safe.
59. The signal for the evacuation procedure to be implemented is the continuous sound of the fire alarm.
60. When the alarm is sounded, pupils and visitors will immediately stop what they are doing, stand still and wait for further instructions to be given by a staff member.
61. Staff members will direct pupils to the nearest safe exit.
62. Staff members will be responsible for ensuring that exits are never obstructed or blocked.
63. Staff members will ensure that there are no pupils left in the toilets, changing rooms, corridors, or school hall, etc.
64. Pupils will walk in an orderly and quiet manner to the designated evacuation point.
65. Staff members will be aware of any pupils under their care who have a Personal Emergency Evacuation Plan (PEEP).
66. When pupils are lined up, a register and headcount will be taken.
67. Any missing pupil, staff member or visitor will be reported to the designated fire warden, detailing their name, the date/time and where they were last seen, and any other relevant information about the person, e.g., any medical conditions.
68. Missing personnel and pupils will be immediately searched for if it is safe to do so.
69. Under no circumstances will any staff member, pupil or visitor re-enter the building during the evacuation procedure, unless the 'all clear' is given by the Principal or emergency services.

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70. The school office staff will call the emergency services as soon as the alarm is raised, and they have safely exited the building.
71. Information for the emergency services, such as the location of gas shut off valves and on-site chemicals, is located within the school's evacuation plan.
72. An emergency evacuation pack will be kept off the premises and nearby the school containing each child's emergency contact details, a first aid kit and a mobile phone. This is kept at the site manager's office.
73. If required, parents will be contacted in order to collect their children. This will be done using the school's text messaging server.
74. The school's Business Continuity Plan will be activated to help restore normality following an incident.

Personal Emergency Evacuation Plan (PEEP)

75. Where a member of staff, pupil or visitor has a disability which may result in them needing help in evacuating the premises, a PEEP will be put in place.
76. The purpose of a PEEP is to enable the school to implement effective arrangements to ensure that everyone can evacuate the building in an emergency, should one arise.
77. These plans will ensure that no one is discriminated against, or treated less favourably, in the event of an emergency.
78. A PEEP will identify the following:
 - Any specific needs of the individual
 - Responsibilities of staff members
 - Specific evacuation routes, where applicable
 - Refuge areas
 - Any specific evacuation procedure requirements
79. Where possible, pupils with PEEPs in place will exit the premises using the same route as the rest of their class, unless otherwise stated within their plan.
80. PEEPs will be reviewed on an annual basis in order to ensure that the most up-to-date information is available.
81. When there is a change in the individual's health, a change of procedure, or an alteration made to the premises, their PEEP will be reviewed and amended to reflect these changes.
82. The individual, for whom the plan is for, will be consulted at each review, alongside any specified staff members.

Fires

83. In the event of a fire, the school will invoke the Fire Safety evacuation procedure re Fire Safety Policy
84. Under no circumstances will entrances to the school and emergency exits be blocked or obstructed.
85. Emergency lighting will be installed and appropriately used where necessary.
86. It is the responsibility of the Head of Operations to ensure that exits are clearly marked.
87. The site manager will be responsible for ensuring every room is equipped with the necessary fire safety equipment.
88. All staff members will act as 'fire wardens' in the event of a fire.
89. The Principal will delegate the role of designated fire warden. This individual will undergo extra training and will take a lead role in the evacuation of the building.
90. If an evacuation procedure, or similar, is implemented due to the risk of a fire, these events will be recorded in the Evacuation Record Log.
91. The school's Business Continuity Plan will be activated to help restore normality following an incident.

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Bomb Threats

- 92. In the event of the school or a nearby area receiving a bomb threat, the Principal will decide which procedure to use by taking into consideration which poses the least risk.
- 93. The school will act in accordance with the Bomb Threat procedures in order to ensure the welfare of pupils, staff members and visitors.
- 94. The school will immediately contact the emergency services after receiving a threat and will carefully follow their instructions.
- 95. The emergency services will still be contacted if the threat is believed to be a hoax.
- 96. The school’s Business Continuity Plan will be activated to help restore normality following an incident.

Communication with Carers

- 97. Arrangements and information regarding the school’s invacuation, lockdown and evacuation procedures will be routinely shared via the school website.
- 98. In the event of any of the procedures taking place due to a real emergency, parents will be informed of any developments as soon as is practicable.
- 99. Parents will be informed not to ring or come to the school as this could interfere with the work of the emergency services and may result in putting themselves and others in danger.
- 100. The school will contact parents when it is safe for them to collect their child.
- 101. Whilst talking to parents, it is important for the school to reassure them that they understand their concern for their child’s welfare, and that the school is doing everything possible to ensure the safety and wellbeing of all pupils.

Roles, Responsibilities and Commitment

<p>Designated Specialist Staff (<i>Health & Safety coordinator</i>)</p>	<ul style="list-style-type: none"> ▪ Identifying the likelihood of a security-related incident occurring that would result in activating this policy and assessing the level of impact of these incidents. ▪ Developing the school’s invacuation, lockdown and evacuation procedures, in conjunction with the Principal. ▪ Delivering training to all staff members on the emergency procedures outlined in this policy. ▪ Recording all evacuation procedures, including drills and practices, in the Evacuation Record Log. ▪ Reviewing the school’s emergency procedures following any incident during which they were activated, and to ensure the procedures remain effective.
<p>Site Manager</p>	<ul style="list-style-type: none"> ▪ The Site Manager will be responsible for ensuring that emergency exits, and evacuation points are clearly signposted.
<p>Principal</p>	<ul style="list-style-type: none"> ▪ Appointing a competent member of staff to lead on school security and the procedures outlined in this policy – this will be the health and safety coordinator. ▪ Ensuring effective and rehearsed emergency procedures are in place at the school. ▪ Ensuring all staff members are aware of this policy and can access a copy. ▪ Ensuring that new staff members receive training on the school’s emergency procedures as part of their induction. ▪ Ensuring all staff receive training following any changes to the school’s emergency procedures.

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	<ul style="list-style-type: none"> ▪ Raising the alarm in an emergency and delegating this duty to a designated member of staff to carry out when they are not present at the school. ▪ Will be responsible for informing and seeking advice from the relevant external services, such as the police, in the event of an emergency.
Directors	<ul style="list-style-type: none"> ▪ Ensuring the school meets its responsibility to keep all pupils, staff, and visitors safe. ▪ Monitoring the overall implementation of this policy. ▪ Reviewing this policy, in conjunction with the Principal and Health and Safety Coordinator, to ensure its effectiveness.
School office Staff	<ul style="list-style-type: none"> ▪ Providing the emergency services with copies of the school's site plan. ▪ Ensuring that all contractors or external services working within the school are supplied with a copy of the school's emergency procedures. ▪ Continuously monitoring any emergency situations and keeping both the emergency services and fellow colleagues up to date.
All Staff	<ul style="list-style-type: none"> ▪ Acting in accordance with this policy at all times. ▪ Ensuring pupils, fellow staff members and visitors remain as safe as possible whilst on the school premises. ▪ Ensuring those registers are accurately taken during an invacuation, lockdown or evacuation, and reporting the names of missing pupils to the Principal immediately. ▪ Informing the Principal or school office of any pupils missing from the classroom when the alarm was raised. ▪ Maintaining an orderly manner and encouraging pupils to stay calm during emergency procedures.

We are part of the Outcomes First Group Family, by working together we will build incredible futures by empowering vulnerable children, young people and adults in the UK to be happy and make their way in the world.

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