

Ormiston Academies Trust

Ormiston SWB Academy Emergency and Critical Incident Policy

Policy version control

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1. Introduction and context

Ormiston Academies Trust (OAT) recognises that whilst the safety of pupils, staff members and visitors on the school's premises is paramount, it is sometimes out of the control of the school.

In an emergency, staff members at name of school will endeavour to take all reasonable actions in order to ensure the safety of its pupils.

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, by responding to critical incidents as quickly and efficiently as possible.

2. Scope

This policy will be implemented in conjunction with the following school policies, documents and procedures:

- OAT Health and Safety Policy
- Accident Reporting Procedure
- Lockdown Policy
- Bomb Threat Policy
- Adverse Weather Policy
- Educational Trips and Visits Policy
- Bereavement Policy
- Media Relations Policy
- First Aid Policy
- Complaints Procedure Policy
- Fire Evacuation Plan
- Personal Emergency Evacuation Plan
- Medical Emergency Risk Assessment
- Emergency Procedures Risk Assessment

3. Definitions

For the purpose of this policy, a critical incident is an emergency which affects pupils, staff, visitors or property and requires immediate responsive action which is beyond that reasonably expected from the school's own management team.

Critical incidents include, but are not limited to, the following:

- The death of a pupil, staff member or governor
- A serious incident involving a pupil or staff member on, or off, the school premises
- A violent intrusion onto the premises, e.g. a bomb alert
- Extensive damage to school property
- A fire, flood or explosion
- The effects of disasters in the wider community
- Incidents whilst on educational visits
- Epidemics
- Exposure to hazardous substances near, or on, the school premises

4. Responsibilities

4.1 Principal

The Principal is responsible for:

- Appointing designated staff members to the critical incident management team
- Working alongside the critical incident management team to ensure that critical incidents are managed effectively
- Ensuring that an appropriate ratio of first aiders to pupils is sustained at all times.
- Ensuring that a simple and straightforward, but effective, critical incident management plan is in place
- Ensuring that all staff members are aware of the school's critical incident management plan and the associated procedures
- Reviewing the critical incident plan at regular intervals, ensuring that it is kept up-to-date with developments at the school, such as changes to evacuation procedures
- Keeping a duplicate copy of the critical incident management plan off the school premises in case of a fire, flood or explosion
- Ensuring that vital information is not lost in the event of a fire, flood or explosion, by keeping a copy of up-to-date pupil and personnel records off the school premises
- Liaising with the press, or appointing a designated member of staff to do so
- Reviewing allocations of responsibilities in light of staff absence
- Compiling an emergency contact list and ensuring that all members of staff hold a copy of this
- Informing parents and the school community about the critical incident.

4.2 All staff members are responsible for:

- Acting in accordance with this policy at all times
- Effectively implementing the critical incident management plan, when necessary
- Maintaining up-to-date records of critical incidents at the school
- Maintaining their own records of events, as well as keeping copies of notes made by other colleagues
- Ensuring that they effectively understand the school's critical incident management plan
- Understanding how to effectively carry out the school's emergency evacuation procedures

- Understanding their role in the execution of the school's emergency plans, including evacuation procedures and the critical incident management plan.
- Ensuring that pupils are aware of the school's emergency evacuation procedures
- Ensuring that their own contact details are kept up-to-date on school records
- Reporting and recording minor and critical incidents in line with the school's Accident Reporting Procedure Policy.

4.3 Critical Incident Management Team

The Principal will appoint five members of staff to form the school's critical incident management team. This team will be responsible for:

- Ensuring that parents are kept informed about the situation
- Deciding when and how to re-open the school
- Providing support for the families of those hurt or bereaved
- Ensuring the school effectively cooperates and liaises with the relevant bodies during investigations into critical incidents
- Dealing with continued interest from the media
- Ensuring the appropriate attendance of school members at funerals
- Organising memorial services, including the sending of flowers.

In the event of a critical incident, the critical incident management team will work alongside the Principal in order to effectively fulfil their role, as outlined above.

Where possible, name of location will be allocated to the critical incident management team and any necessary equipment and information will be stored here.

With prior agreement, name of location will be used as a reserve off-site location for the critical incident management team when the on-site location is not usable.

The team will collate and retain any records regarding the planning of, and response to, critical incidents, including written records and any recordings made via CCTV.

The team will ensure that each member of staff involved in dealing with a critical incident has recorded all decisions that were made, any communication that was received and all tasks that were carried out.

5. Procedure

5.1 Initial action

Immediate action will be taken in order to safeguard pupils and staff, using the relevant emergency procedure signal to alert staff members.

The alarm will be raised by the first adult at the scene of the incident.

Members of the critical incident management team will ascertain the details of the incident.

All initial information regarding the incident will be logged using the Initial Action Form.

First aid will be administered by the first trained first aider at the scene of the incident.

All first aid and medical treatment will be administered and recorded in line with the school's First Aid Policy.

The emergency services will be contacted and the following information will be given:

- The emergency services required
- Exact location of incident
- Number of casualties
- Number of injuries
- Location and phone number of where the call is being made from
- Any hazards which the emergency services may encounter on site

Where possible, the school will remain open and normal routine will be maintained.

5.2 Emergency procedures

All staff members and pupils are aware of the school's emergency procedures, including those outlined in the school's Lockdown Policy.

The school's designated emergency assembly points are clearly indicated and known by all staff members and pupils.

The school will carry out a practice drill of the school's evacuation procedure at least once a term, to ensure that pupils and staff members fully understand what is involved in the procedure, and that it is implemented effectively.

In the event of an evacuation, staff members and pupils will be alerted by the continuous sounding of the school bell.

In the event of an external hazard, staff members will be signalled of the need for shelter by the sound of ascending chimes, indicating to staff that the school's lockdown procedure should be followed.

In the event of an intruder, staff members will be signalled to commence the lockdown procedure by three sharp blasts of the school bell.

All staff members are aware of the evacuation routes and assembly points in the case of a bomb threat, as outlined in the school's Bomb Threat Policy.

In the event of severe weather, the procedures outlined in the school's Adverse Weather Policy will be followed.

All staff members are aware of the school's designated first aiders and the locations of first aid boxes within the school.

In the event that first aid or medical treatment is necessary, the procedures outlined in the school's First Aid Policy will be followed.

Staff members are aware of any Personal Emergency Evacuation Plans in place.

All staff members will receive training regarding the school's emergency evacuation procedures, and will be aware of:

- The appropriate route to take
- What assembly point to use in the event of different scenarios
- Security arrangements that are in place, such as the locking of the school gates
- Access arrangements for the emergency services.

5.3 Emergencies During Educational Visits

All staff members will act in accordance with the school's Educational Trips and Visits Policy, following the outlined procedures in the event of an emergency.

Critical incidents that occur on school trips will be managed in the same way as those that occur on the school premises.

The trip leader is responsible for maintaining written records of any critical incidents that occur whilst on a trip, as well as the action which was taken and by whom.

The trip leader is responsible for reporting the critical incident to the headteacher immediately.

Any critical incident that occurs on a school trip will be communicated to all staff members, ensuring that they are aware of any pupils who may suffer from shock.

5.4 Internal Communications

To aid communication within the school community, the school will collate an emergency contacts information sheet, copies of which will be kept in the school office. This will include the following information:

- Pupils' emergency contact details

- Staff members' emergency contact details
- Contact details of members of the governing board
- Emergency contact details for the LA
- Phone numbers for relevant travel companies
- Phone numbers for regular supply staff
- Pupil and staff movement data, including class itinerary

The Principal is responsible for ensuring that this information is reviewed on a regular basis and is updated to reflect changes in staffing details.

The school's internal communication systems will be used to alert staff members to a critical incident in the first instance, without alarming pupils unnecessarily.

Staff members, pupils and parents will be informed of critical incidents in the most sensitive way possible.

The parents of pupils who are directly involved in the incident will be contacted immediately using the emergency contact details provided to the school.

Pupils will be informed of a critical incident in groups as small as practicable.

Parents of pupils not directly involved in the incident will be contacted quickly and efficiently, via email, as soon as is reasonably practicable.

Members of the school's governing board will be informed about the critical incident as soon as possible, and will be briefed about speaking to the press.

During an emergency, staff members will use mobile phones to stay in contact with one another and communicate key messages.

Staff briefings will be conducted following the occurrence of a critical incident, in order to further investigate the event and provide staff members with any updates.

Weekly staff meetings will provide an opportunity for staff members to raise any concerns about the school, including those in relation to emergency procedures and critical incidents.

5.5 After a Critical Incident

Following the occurrence of a critical incident, the school's short terms aims include the following:

- Contacting those directly involved
- Inform the governing board and the LA
- Appropriately debriefing the school community
- Attempting to maintain normal school routines

- Making appropriate plans for attendance at funerals and memorials
- Monitoring the wellbeing of staff and pupils, particularly those directly involved in the incident
- Expressing sympathy to the families of those involved
- Identifying vulnerable staff and pupils, ensuring they are aware of the support available to them

In the medium term, the school's aims include the following:

- Making arrangements for pupils involved to return to school
- Arranging alternative teaching, where necessary
- Providing support to staff members and pupils affected
- Arranging consultations with educational psychologists, where necessary
- Clarifying support arrangements and referring pupils for individual help, if appropriate
- Keeping parents updated and informed

In the longer term, the school's aims include the following:

- Introducing support systems to continuously monitor vulnerable pupils and staff members
- Discussing how to mark anniversaries
- Ensuring all staff members, including new staff, are aware of pupils affected by the incident
- Acting sensitively to pupils' needs
- Ensuring pupils and staff members know how to obtain further help

5.6 Post-incident Support

Staff members will strive to create a welcoming atmosphere in which pupils can openly discuss life events, including when critical incidents occur.

Following a critical incident, staff members will consult with the parents of pupils involved regarding how best to support the pupil, ensuring that their needs are taken into account.

Counselling will be offered to pupils who were involved in, or witnessed, a critical incident.

Topics including bereavement, stress and safety will be covered as part of the curriculum.

Absences must be authorised by the class teacher for pupils attending events following the incident, including funerals and counselling sessions.

The critical incident management team will lead debriefing meetings for staff members, pupils and parents, as well as for the wider community where appropriate.

The need for individual or group support will be assessed by class teachers in the period following a critical incident.

Where necessary, the school will liaise with parents regarding a phased return to school for pupils involved in a critical incident.

Information regarding the support being accessed by staff members and pupils will be treated as personal data and processed in line with the school's Data Protection Policy, transferring information to external agencies where necessary.

5.7 Media Relations

All communication between the school and the media will be conducted in accordance with the school's Media Relations Policy.

Where possible, press interest will be managed by the LA's press office.

All information given to the media is done so through a single reliable source.

All statements will be agreed by the headteacher and critical incident management team before going to the press.

Pupils will not be named during communication with the press unless parental consent has been sought.

Personal information regarding staff members, pupils and visitors will be kept confidential and treated in accordance with the school's Data Protection Policy.

Details of the critical incident which may be harmful to investigations into the incident or which reveal personal information will be treated as confidential.

Staff members will not talk off the record to the media and will refer all enquiries to the headteacher, critical incident management team or designated staff member.

The school will strive to liaise and co-operate with the media by answering any queries, as appropriate.

All statements given to the press will be factual.

The school will aim to reassure the public and demonstrate control of the situation, as well as counter any dangerous rumours or gossip.

Child protection and safeguarding measures will be taken when reporting about pupils.

Parental permission will be sought prior to any press interviews with pupils.

Times of press releases will be pre-agreed in order to avoid continuous pressure.

Where appropriate, a pre-prepared statement containing basic information about the school and the school's procedures will be used.

The critical incident management team will ensure that any media access to the site, staff and pupils is controlled.

5.8 Handling Complaints

The school recognises that the occurrence of a critical incident is a sensitive subject.

Complaints or concerns regarding the school's critical incident arrangements should be made in accordance with the school's Complaints Procedure Policy.

The school will continuously work to address and resolve concerns, ensuring that critical incidents are dealt with in line with the law, as well as in a sensitive and supportive manner.

6. Related Documents

- OAT Health and Safety Policy
- Workplace (Health, Safety and Welfare) Regulations 1992
- Management of Health and Safety at Work Regulations 1999
- Health and Safety at Work etc. Act 1974
- Regulatory Reform (Fire Safety) Order 2005
- DfE (2015) 'Emergency planning and response'

7. Monitoring and review

This policy is reviewed annually by the headteacher in conjunction with the governing body; any changes made to this policy will be communicated to all members of staff.

All members of staff are required to familiarise themselves with this policy as part of their induction programme.

Appendix I.

Initial Action Form

In the event of a critical incident, this form should be completed by whoever receives the alert in order to gather as much information as possible.

Name of the person informing about the incident:	
Emergency procedure carried out:	
Alert raised by:	
Details of the incident:	
Number of people involved:	
Details of staff members at the scene:	
People who have been informed:	
Exact location of the incident:	
Number of casualties and injuries:	
Details of any casualties and injuries:	

Action taken so far:	
Assistance needed:	
Form completed by:	
Job role:	

Appendix 2

Managing a Crisis in School

Action: Immediately:

- When the crisis begins, make a note of the factual happenings or other information.
- Alert the headteacher who will in turn alert the directors/governors and other authorities.
- Use key personnel information to establish an incident management team.
- Start an incident log.
- Make arrangements for responding the media.

Action: Within first hour:

- Carry out quick appreciation of immediate response required.
- Select and arrange control arrangements.

Action: Within hours if practicable:

- Meet with your staff for an update.
- Inform pupils about the incident, in small groups if necessary.
- Arrange a debriefing meeting for staff involved in the incident followed by a similar meeting for pupils. Action: Next few days, could go on longer
- Provide support for high risk pupils and staff.
- Organise and communicate funerals, rituals and memorials.

Action: As soon as possible for as long as necessary:

- Look at several response/support measures and agree on a suitable remedy which may run for weeks/months

Appendix 3

Developing a School Emergency Plan

Introduction

An emergency plan can help your school when dealing with various type of emergencies such as flooding or fire.

Ideally, your school plan will fit into the LA's as all LAs have emergency plans that link to a national strategy for dealing with crisis situations.

However, this short guide will advise you on what you need to consider while developing a emergency management plan for your school.

What do you need to consider?

To strengthen your school's response during a crisis, encourage a climate of trust and support in your school.

In the initial stage, hold a staff meeting to discuss the plan. Make sure your staff have received adequate training to deal with incidents, for instance, understanding what they need to do for bereavement counseling.

Identify key staff who will be well-prepared for an emergency. Such emergency roles will lead the response in case of an emergency.

Identify other organisations who can provide support. For instance, connect with other agencies like the fire brigade who can provide assistance.

Understand how the national curriculum provides resources for students to learn about loss, bereavement and change.

Nominate a staff member to monitor and update the plan.

Measures at school

The following measures are some of the ways you can facilitate effective action:

- Once the plan is drawn, identify where it will be kept, the contact person, who has access to plan details and information about emergency contacts.
- Keep updated list of contact telephone numbers and addresses in a central location in a accessible folder on your computer. They may include details of staff who have specific functions as well as pupils' parents' contact information.
- Identify administrative staff who can access personnel files on the school computer system.

At home

Also, make sure the Principal and nominated staff have updated copies of the plan and relevant contact numbers in case the incident takes place outside of school hours.

How to deal with the media

Nominate a governor or a staff member who can respond appropriately to the media.

Make sure staff are instructed not to comment or give interviews or contribute to any written material with regard to the media.

Ensure that staff direct media requests to the Principal or nominated person.