



WILLOW TREE Academy



THE LEAF CENTRE



Invacuation Lockdown Policy & Emergency Planning Guidance

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Statement of intent

The safety of pupils, staff members and visitors on the premises is paramount and **Willow Tree Academy** 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 **Willow Tree Academy** will endeavour to take all reasonable actions in order to ensure the safety of 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.

1. Legal framework

1.1. This policy has due regard to statutory legislation 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

1.2. This policy has due regard to official guidance including, but not limited to, the following:

- DfE (2014) 'Health and safety: advice on legal duties and powers'
- DfE (2015) 'Emergency planning and response'
- DfE (2014) 'Fire safety in new and existing school buildings'
- National Counter Terrorism Security Office (2015) 'Developing Dynamic Lockdown Procedures'

1.3. This policy will be applied in conjunction with the following school policies and procedures:

- Health and Safety Policy
- Bomb Threat Policy
- Adverse Weather Policy
- Lockdown Procedure
- Fire Evacuation Plan
- Personal Emergency Evacuation Plan
- Business Continuity Plan
- Exam Contingency Plan

2. Definitions

2.1. 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.

2.2. 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.

2.3. '**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.

3. Roles and responsibilities

- 3.1. Staff members will act in accordance with the school's Invacuation, Lockdown and Evacuation Policy at all times.
- 3.2. It is the **headteacher's** responsibility to ensure effective and rehearsed emergency procedures are in place at **Willow Tree Academy**.
- 3.3. The **headteacher** is responsible for ensuring that all staff members are aware of the policy and have a copy to access.
- 3.4. It is the responsibility of the **headteacher** to ensure that new staff members are trained in implementing all of the emergency procedures.
- 3.5. The **School Business Manager** is responsible for recording all evacuation procedures, including drills and practices, in the **Evacuation Record Log** (appendix A).
- 3.6. **Senior Leadership Team** are responsible for ensuring procedures are understood by all staff members within their department.
- 3.7. The **headteacher** is responsible for raising the alarm of an emergency, and will delegate this duty to a designated member of staff to carry out when they are not present at the school.
- 3.8. The responsibility of informing the relevant external services, such as the police, in the event of an emergency is delegated to the **School Business Manager**.
- 3.9. All staff members are responsible for ensuring pupils, fellow staff members and visitors remain as safe as possible whilst on the school premises.
- 3.10. It is the responsibility of all staff members to ensure that registers are accurately taken and the names of missing pupils are immediately reported to the **headteacher**.
- 3.11. Staff members will inform the **headteacher** or **school office** of any pupils missing from the classroom when the alarm was raised.
- 3.12. All staff members are responsible for maintaining an orderly manner and encouraging pupils to stay calm during emergency procedures.
- 3.13. The **site manager** is responsible for ensuring that emergency exits are clearly signposted.
- 3.14. It is the responsibility of **school office staff** to provide the emergency services with copies of the site plan.

- 3.15. **School office staff** are responsible for ensuring that all contractors or external services working within the school are supplied with a copy of the evacuation procedure when their work initially commences.
- 3.16. The **school office staff** will continuously monitor the situation and keep both the emergency services and fellow colleagues up-to-date.

4. Invacuation procedure

- 4.1. 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.
- 4.2. The **headteacher** will sound the alarm as soon as a concern has been raised.
- 4.3. Staff members will keep in contact using **two-way radios** or **mobile phones** in order to inform each other of any problems experienced while carrying out the procedure, e.g. missing pupils.
- 4.4. Throughout the procedure, the **headteacher**, or another designated member of staff, will continuously keep other staff members updated, where possible, using **two-way radios** or **mobile phones**.
- 4.5. During an invacuation, pupils, staff members and visitors outside the school building will move quickly and quietly through the nearest entrance to the building.
- 4.6. 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.
- 4.7. When all personnel are inside, doors and windows are to be securely locked.
- 4.8. Main entrances into the school site will be locked if necessary.
- 4.9. Prior to the procedure, the **headteacher** will identify designated 'safe rooms' throughout the school building, which all staff members will be made aware of.
- 4.10. Each **class** is guided towards their designated 'safe room' by their **classroom teacher** or **Teaching Assistant/HLTA**, ensuring that all pupils, staff members and visitors are accounted for.
- 4.11. When the invacuation procedure occurs during lunchtime, or a lesson change over, all staff members will guide pupils towards the nearest designated 'safe room'.
- 4.12. Staff members will instruct pupils to stay away from the windows and doors.
- 4.13. Where necessary, pupils will be informed to lie or sit on the floor.
- 4.14. Pupils and staff members are to remain in their designated rooms/positions until told to do so by the emergency services, or the **headteacher** has given an announcement to declare the risk has gone.

- 4.15. When the invacuation procedure has finished, pupils will return to their timetabled classroom where a register will be taken.
- 4.16. Throughout the invacuation procedure, the **school office** will keep in contact with the emergency services, ensuring the procedure is being implemented correctly.
- 4.17. 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 the **headteacher**
 - Support will be sought where necessary, such as counsellors
 - Parents/carers and other stakeholders will be informed via letter
 - The response to the crisis will be evaluated and procedures amended where necessary

5. Lockdown procedure

- 5.1. 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.
- 5.2. The **headteacher** will ensure that all staff members understand when and how this procedure will be implemented.
- 5.3. Depending on the circumstances, either a partial lockdown or full lockdown procedure will be implemented.
- 5.4. The **headteacher** 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.
- 5.5. 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 school
- 5.6. The 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

- 5.7. **Two-way radios** or **mobile phones** will be used to make staff members aware of the incident that has occurred and inform them of the type of lockdown procedure which is to be implemented.
- 5.8. Lines of communication between staff members will be kept open through the use of **two-way radios** and **mobile phones**; however, unnecessary calls to the school office will not be made as this could delay important communication.
- 5.9. 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.
- 5.10. In the event of **Willow Tree Academy** implementing the lockdown procedure, pupils will be instructed to remain in their classroom, or will be guided to the nearest room.
- 5.11. Staff members will ensure that the toilets, canteen and playgrounds are cleared of all pupils, staff members and visitors.
- 5.12. 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.
- 5.13. If staff members and pupils remain outside during the implementation of a full lockdown, they will hide in the designated safe area, nearest area that is safest furthest away from the threat, until the emergency services have arrived.
- 5.14. Classroom teachers are responsible for the pupils within their classroom.
- 5.15. When all personnel and pupils are inside, doors and windows are to be securely locked, including fire doors, external doors and internal doors.
- 5.16. **Classroom teachers** 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 phone**, and an immediate search will be instigated, where appropriate.
- 5.17. Once all personnel and pupils are inside, the **senior leadership team (SLT)** will conduct an on-going and dynamic risk assessment based on advice from the emergency services.
- 5.18. All pupils, staff members and visitors will be made aware of their nearest exit point in case a hostile intruder manages to gain access.
- 5.19. Pupils may be asked to hide or disperse if this will improve their safety.
- 5.20. Pupils are instructed to take cover under their tables where possible.
- 5.21. 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.
- 5.22. In the event of an air pollution issue, air vents will be closed, where possible, as an additional precaution.

- 5.23. 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
- 5.24. All personnel will remain inside until an 'all clear' signal has been given, either via **two-way radio, mobile phones** or by the **SLT**, or unless told to evacuate by the emergency services.
- 5.25. If someone is taken hostage on the premises, the school will seek to evacuate the rest of the site.
- 5.26. Parents/carers will be notified as soon as it is practicable to do so via the **text messaging server**.
- 5.27. Pupils will not be released to parents/carers during a lockdown.
- 5.28. If it is necessary to evacuate the building, **a continuous ring of the fire alarm will be sounded**.
- 5.29. In order to ensure the effective implementation of the lockdown procedure, a lockdown drill will be undertaken at least **once** a year.

6. Evacuation procedure

- 6.1. **Willow Tree Academy** 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.
- 6.2. In an emergency situation, 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.
- 6.3. 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.
- 6.4. New staff members are advised of evacuation procedures as part of their induction training.
- 6.5. The designated fire warden for the school is Joanne Draycott.
- 6.6. **Willow Tree Academy** has undertaken the appropriate fire awareness and fire warden training that meets the fire authority's regulations.

- 6.7. The **headteacher** will ensure that all staff members are aware of the designated evacuation points.
- 6.8. The signal for the evacuation procedure to be implemented is the **continuous sound of the fire alarm**.
- 6.9. 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.
- 6.10. Staff members will direct pupils to the nearest or safest exit.
- 6.11. It is staff members' responsibility to ensure that exits are never obstructed or blocked.
- 6.12. Staff members will ensure that there are no pupils left in the toilets, changing rooms, corridors or school hall, etc.
- 6.13. Pupils will walk in an orderly and quiet manner to the designated evacuation point.
- 6.14. Staff members will be aware of any pupils under their care who have an **Individual health care plan**
- 6.15. When pupils are lined up in their year groups at their designated evacuation points a register and headcount will be taken.
- 6.16. 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.
- 6.17. Missing personnel and pupils will be immediately searched for if it is safe to do so.
- 6.18. 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 **headteacher** or emergency services.
- 6.19. The **school office staff** will call the emergency services as soon as the alarm is raised and they have safely exited the building.
- 6.20. An **emergency evacuation pack** is kept off the premises and nearby the school, which contains emergency contact details.
- 6.21. If required, parents/carers will be contacted in order to collect their children. This will be done using the school's **text messaging server**.
- 6.22. All evacuations will be recorded using the **Evacuation Record Log**.

7. Personal Emergency Evacuation Plan (PEEP)

- 7.1. 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.

- 7.2. The purpose of a PEEP is to enable **Willow Tree Academy** to implement effective arrangements to ensure that everyone can evacuate the building in an emergency, should one arise.
- 7.3. These plans ensure that no one is discriminated against, or treated less favourably, in the event of an emergency.
- 7.4. 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
- 7.5. 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.
- 7.6. A PEEP will be reviewed on an annual basis in order to ensure that the most up-to-date information is available.
- 7.7. When there is a change in the individual's health, a change of procedure, or an alteration made to the premises, a PEEP will be reviewed and amended to reflect these changes.
- 7.8. The individual, for whom the plan is for, will be consulted at each review, alongside any specified staff members.
- 7.9. PEEPs will be set out in the format demonstrated in.

8. Fires

- 8.1. In the event of a fire, **Willow Tree Academy** will invoke the evacuation procedure.
- 8.2. Under no circumstances will entrances to the school and emergency exits be blocked or obstructed.
- 8.3. Emergency lighting will be installed and appropriately used where necessary.
- 8.4. It is the responsibility of the **site manager** to ensure that exits are clearly marked.
- 8.5. The **site manager** is responsible for ensuring every room is equipped with the necessary fire safety equipment.
- 8.6. All staff members will act as 'fire wardens' in the event of a fire.
- 8.7. The **headteacher** 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.

8.8. 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** & Fire book at reception.

9. Bomb threats

9.1. In the event of Willow Tree Academy or a nearby area receiving a bomb threat, the **headteacher** will decide which procedure to use by taking into consideration which poses the least risk.

9.2. **Willow Tree Academy** will act in accordance with the **Bomb Threat Policy** in order to ensure the welfare of pupils, staff members and visitors.

9.3. The school will immediately contact the emergency services after receiving a threat and will carefully follow their instructions.

9.4. The emergency services will still be contacted if the threat is believed to be a hoax.

10. Communication with parents/carers

10.1. Arrangements and information regarding **Willow Tree Academy** evacuation, lockdown and evacuation procedures will be routinely shared with parents/carers either via **the school website**.

10.2. In the event of any of the procedures taking place due to a real emergency, parents/carers will be informed of any developments as soon as is practicable.

10.3. Parents/carers 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.

10.4. **Willow Tree Academy** will contact parents/carers when it is safe for them to collect their child.

10.5. Whilst talking to parents/carers, 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.

11. Monitoring and review

11.1. This policy will be reviewed on an **annual** basis, or sooner, if statutory guidance is released before the review date, which is **May 2026**.

11.2. The review will be conducted by the **headteacher** in collaboration with the **governing body**.