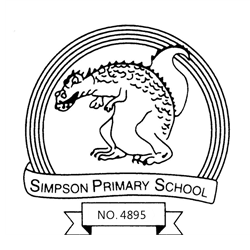
**Simpson Primary School**

**Emergency and Critical Incident Management Plan 2022-2023**



**1 Cockayne Street, Simpson, VIC, 3266**

**03 5594 3298 / simpson.ps@education.vic.gov.au**

**Department of Education and Training**

**Date Approved: 1/09/2022**

Purpose

The purpose of this Emergency and Critical Incident Management Plan (EMP) is to provide a detailed plan of how this school campus will prepare and respond to emergencies and critical incidents that may impact on student and/or staff health, safety and well-being and/or school operations.

Context

Schools have the authority to activate their EMPs when an event warrants a response. Schools should know how to access multiple information sources including the VicEmergency app, <https://www.emergency.vic.gov.au>, emergency services and/or the Department of Education and Training.

All principals and key school staff should download the VicEmergency app on their phone with a watch zone around their school to receive alerts and information regarding hazards and incidents in their vicinity.

Should the principal or school be made aware of an emergency in the local area, the principal or nominated person will consult the following sources for information:

1. Call ‘000’ for life-threatening or time critical emergencies.
2. Contact the Incident Support and Operations Centre (ISOC) on 1800 126 126.
3. Seek support from your region/regional Manager, Operations and Emergency Management or Emergency Management Support Officer if required.
4. Check the VicEmergency app or [www.emergency.vic.gov.au](http://www.emergency.vic.gov.au) for up to date information on warnings and incidents.
5. Contact your Senior Education Improvement Leader.
6. Check the Department of Education and Training web site for incident updates.

Facility Profile

|  |  |
| --- | --- |
| School Name/Campus Name | Simpson Primary School |
| Address | 1 Cockayne Street, Simpson, VIC, 3266 |
| Phone | 03 5594 3298 |
| Email | simpson.ps@education.vic.gov.au |
| Fax | 03 5594 3333 |
| DET Region | SOUTH-WESTERN VICTORIA |
| DET Area | Wimmera South West Area |
| LGA | Corangamite (S) |
| BOM/Fire District | South West District |
| Is your school on Bushfire At- Risk Register? | Yes |
| Bushfire At-Risk Register Category | Category 3 |
| Operating Hours | 8.45am - 3.30pm |
| Number of Students |  |
| Number of Staff | 8 |
| Number of Buildings | 3 |
| Is the School a designated Neighborhood Safer Place? | No |
| Shelter-In-Place Location | Early Childhood Learning Centre Corner Baramul & Cockayne Streets |
| On-site Evacuation Location | School Oval |
| Off-site Evacuation Location | Primary Off site location: Simpson Hall Secondary Off site location: Simpson Bowling Club |
| Typical method used for communications to school community | Compass, Newsletter |
| Is this school has other services or users of the site? | Yes |

Other Services/Users of Site

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Service/User Name | Location | Number of Student or Visitor | Emergency Contact | Phone | Mobile |
| Simpson & District Kindergarten | Early Childhood Learning Centre | 30 students 3 staff members | Tuesday 10:15-3:15 Thursday 10:15-3:15 Friday 10:15-3:15 | 0355943401 | 0427 107 301 |
| Simpson Playgroup | Early Childhood Learning Centre | 10 | Tuesday 10:00-1:00 | Erin Lomax | 0400091681 |

Building Information Summary

Telephones (landlines)

|  |  |
| --- | --- |
| Location | Number |
| Simpson Primary School | 0355 943 298 |
| Simpson & District Kindergarten | 0355 943 401 |

Alarms

|  |  |  |  |
| --- | --- | --- | --- |
| Description | Location | Monitoring  Company | Number |
| Fire | N/A | Geelong Fire Services Maintenance CFA Maintenance team Camperdown | Extinguishers and fire blankets located and signed throughout the buildings as shown on site map |
| Intrusion | Front Entrance | DET | Fob and activation panel left hand side of front door |
| Other |  |  |  |

Utilities

|  |  |  |  |
| --- | --- | --- | --- |
| Description | Location | Service  Provider | Location of shutoff  Instructions |
| Gas / Propane | Princetown Rd | Kleenheat | Turn off Gas Tank Also shut off valve located at South East end of main building closest to student toilets |
| Water | Princetown Rd | Wannon Water | Turn off Princetown RD |
| Electricity | Outside staffroom | Power Direct | Turn off Main switch board |

Sprinkler System

|  |  |
| --- | --- |
| Control Valve Location | N/A |
| Shutoff Instructions Location | N/A |

Boiler Room

|  |  |
| --- | --- |
| Location | N/A |
| Access | N/A |

Emergency Power System

|  |  |
| --- | --- |
| Type | N/A |
| Location | N/A |
| Provides power to | N/A |
| Shutoff Instructions Location | N/A |

Building and Site Hazards

|  |  |
| --- | --- |
| Location | Number |
| Gas Bulk Tank | Princetown Rd Gate Entrance |
| Tractor Shed | Princetown Rd Gate Entrance |
| Native Vegetation | South side boundary plantation (approx 10 ha) |

Additional Profile Information

|  |  |
| --- | --- |
| Additional Info | Fire Protection Services Hydrant System installed 2017 New hydrant pumping system -stand alone diesel powered water fire fighting facilities available on eastern boundary of school site. |
|  | |

Drill Schedule

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| School Term | Drill Type | Contact Person | Schedule Date | Actual Date |
| Term 1 | Bushfire/Grassfire | Principal | 22/02/2023 | 22/02/2023 |
| Term 2 | Building Fire | Principal | 18/05/2023 | 21/04/2020 |
| Term 3 | Intruder/Lockdown | Principal | 05/09/2023 | 20/08/2021 |
| Term 4 | Bushfire | Principal | 08/11/2023 | 25/10/2021 |

First Aid Training

|  |  |  |
| --- | --- | --- |
| Staff Member | Training Completed | Date Qualified To |
| Naomi Marr-Vogels | Level 2 WDEA Works | 01/03/2024 |
| Maddison McInnes | Level 2 WDEA Works | 01/03/2024 |
| Tabatha Robb | Level 2 WDEA Works | 01/03/2024 |
| Paula Newcombe | Level 2 WDEA Works | 01/03/2024 |
| Jannique Hanegraaf | St Johns Level 2 | 01/03/2024 |
| Melissa Berry | Level 2 WDEA Works | 01/03/2024 |
| Sienna Turner | Level 2 WDEA Works | 01/03/2024 |

Other Training Record

|  |  |  |
| --- | --- | --- |
| Staff Member | Training Type | Date |
| Melissa Berry | Asthma First Aid | 31/01/2023 |
| Abbey Carlin | Asthma First Aid | 10/02/2023 |
| Maddison Mcinnes | Asthma First Aid | 01/02/2023 |
| Naomi Marr-Vogels | Asthma First Aid | 07/02/2023 |
| Paula Newcombe | Asthma First Aid | 04/02/2023 |
| Judi Parkhouse | Asthma First Aid | 02/02/2023 |
| Jannique Hanegraaf | Asthma First Aid | 04/02/2023 |
| Melissa Berry | Asbestos | 01/09/2021 |
| Vanessa Howard | Asthma First Aid | 22/02/2023 |
| Maddison Mcinnes | Anaphylaxis | 02/03/2023 |
| Melissa Berry | Anaphylaxis | 25/02/2023 |
| Judi Parkhouse | Anaphylaxis | 02/03/2023 |
| Jannique Hanegraaf | Anaphylaxis | 07/03/2023 |
| Paula Newcombe | Anaphylaxis | 02/03/2023 |
| Naomi Marr-Vogels | Anaphylaxis | 11/03/2023 |
| Tabatha Robb | Anaphylaxis | 11/03/2023 |

Students or Staff with Additional Needs

To ensure adherence to the provisions of the Information Privacy Act 2000 you should not record personal details here.

Add summary of those with additional needs or medical conditions below, without including personal details.

|  |  |  |
| --- | --- | --- |
| Category | Number of Staff | Number of Students |
| Wheel Chair access | 0 | 1 |
| Asthma | 0 | 8 |
| Severe behaviour disorder | 0 | 1 |
| Allergy | 0 | 5 |
| Epilepsy | 0 | 2 |
| Cerebral Palsy | 0 | 1 |
| Seizures | 0 | 1 |

Emergency Kit Checklist

|  |  |
| --- | --- |
| Checklist | Yes / No |
| Student data and parent contact information (contained in EMP) | Yes |
| Student and staff with additional needs list (contained in EMP) including any student medications | Yes |
| Staff contact information | Yes |
| Student Release Forms/sign out book | Yes |
| List of staff on the IMT | Yes |
| Facility keys | Yes |
| Standard portable First Aid Kit. Refer to First Aid Kits Contents Checklist | Yes |
| Whistle | Yes |
| Megaphone | Yes |
| Portable battery powered radio | Yes |
| Copy of facility site plan and EMP including evacuation routes | Yes |
| Sanitary products | Yes |

Review Emergency kit checked date

|  |  |
| --- | --- |
| Date emergency kit checked | 29/07/2022 |
| Next check date | 04/08/2023 |

Incident Management Team

|  |
| --- |
| **IMT Structure** |
|  |

|  |  |  |
| --- | --- | --- |
| Roles | Primary Contact | Secondary Contact |
| Chief Warden/Education Commander | |  | | --- | | **Name:** | | Melissa Berry | | **Phone/Mobile:** | | 0407 341 925 | | |  | | --- | | **Name:** | | Janine Murray | | **Phone/Mobile:** | | 0417 327 759 | |
| Planning Officer | |  | | --- | | **Name:** | | Melissa Berry | | **Phone/Mobile:** | | 0407 341 925 | | |  | | --- | | **Name:** | | Janine Murray | | **Phone/Mobile:** | | 0417 327 759 | |
| Operations Officer (Area Warden) | |  | | --- | | **Name:** | | Tabatha Robb | | **Phone/Mobile:** | | 0418 523 797 | | |  | | --- | | **Name:** | | Janine Murray | | **Phone/Mobile:** | | 0417 327 759 | |
| Communications Officer | |  | | --- | | **Name:** | | Melissa Berry | | **Phone/Mobile:** | | 0407 341 925 | | |  | | --- | | **Name:** | | Tabatha Robb | | **Phone/Mobile:** | | 0418 523 797 | |
| Logistics Officer (Warden) | |  | | --- | | **Name:** | | Janine Murray | | **Phone/Mobile:** | | 0417 327 759 | | |  | | --- | | **Name:** | | Maddison McInnes | | **Phone/Mobile:** | | 0448700036 | |
| First Aid Officer | |  | | --- | | **Name:** | | Naomi Marr-Vogels | | **Phone/Mobile:** | | 0448 347 153 | | |  | | --- | | **Name:** | | Maddison McInnes | | **Phone/Mobile:** | | 0448700036 | |

Incident Management Team Roles & Responsibilities

|  |  |
| --- | --- |
| Core Procedures | **Procedure Instructions** |
| Chief Warden/Education Commander | **The Principal**  **Pre-Emergency**   * Maintain current contact details of IMT members. * Conduct regular exercises/drills. * Ensure students/staff with special needs list and staff trained in first aid list are up to date. * Ensure our emergency response procedures are kept up-to-date. * Ensure staff on the IMT are aware of their responsibilities.   **During Emergency**   * Attend the emergency control point. * Ascertain the nature and scope of the emergency. * Ensure that the emergency services have been notified. * Ensure the appropriate response has been actioned. * Convene our IMT as required. * Initiate evacuation of affected areas/lock-down/lock-out/shelter-in-place as required. * Brief the incoming emergency services and respond to their requests. * Report the emergency to the Security Services Unit on 9589 6266.   **Post- Emergency**   * When the incident is rendered safe or the emergency services returns control, notify the IMT members to have staff and students return to normal operations. * Organise debrief with the IMT and, where appropriate, with any attending emergency Service. * Compile a report for the IMT and region and notify Security Services Unit (24 hour, 7 days) and the region. Phone: 9589 6266 |
| Planning Officer | **The Principal**  **Pre-Emergency**   * Assist the Chief Warden. * Identify resources required. * Participate in emergency exercises/drills.   **During Emergency**   * Attend the emergency control point. * Ascertain the nature and scope of the emergency. * Report any changes in the situation to the Chief Warden. * Act as directed by the Chief Warden. * Plan for contingencies.   **Post- Emergency**   * Collect and evaluate information relating to the emergency. * Identify recovery needs and develop a recovery plan (if required). |
| Operations Officer (Area Warden) | **The Principal  (Business Manager on work days)**  **Pre-Emergency**   * Regularly check and report on deficiencies of emergency equipment and kits. * Coordinate Safety practices (e.g. clear egress paths, access to first attack equipment e.g. fire extinguishers and disposal of rubbish) by wardens throughout their areas. * Participate in emergency exercises/drills.   **During Emergency**  On hearing alarm or becoming aware of an emergency, the Operations Warden will:   * Phone emergency services 000 * Attend the emergency control point. * Communicate with the Chief Warden by whatever means available and act on instructions. * Implement the emergency response procedure relevant to the floor or area and ensure that the Chief Warden is notified. * Direct logistics officer (wardens) to check the floor or area for any abnormal situation. * Commence evacuation if the circumstances on their floor or area warrant this. * Control the movement of people. * Co-opt persons as required to assist a logistics officer (wardens) during an emergency. * Ensure that any implications for regular bus/student transport arrangements for the school or clients schools are addressed. * Confirm that the logistics officer’s (warden) activities have been completed and report this to the Chief Warden or a senior officer of the attending emergency services if the Chief Warden is not contactable.   **Post Emergency**   * Compile report of the actions taken during the emergency for the debrief. |
| Communications Officer | **The Principal (Business Manager on work days)**  **Pre-Emergency**   * Assist the Chief Warden. * Attend training in the use of the school’s communication system. * Maintain records and logbooks and make them available for emergency response. * Ensure emergency and parent contact details are up-to-date. * Participate in emergency exercises/drills.   **During Emergency**   * Attend the emergency control point. * Ascertain the nature and location of the emergency. Maintain up to date information. * Confirm that emergency services have been notified. * Notify appropriate IMT members. * At the direction of the Chief Warden provide instruction and information to staff, students and parents as required. * Keep a log of events that occurred during the emergency. * Act as directed by the Chief Warden.   **Post- Emergency**   * Collate logs of events completed by all IMT members during the emergency for the debrief and ensure they are secured for future reference. * Contact parents as required. |
| Logistics Officer (Warden) | **Senior Teacher Infant Department**  **Pre-Emergency**   * Ensure staff and students are aware of the emergency response procedures. * Carry out safety practises (e.g. clear egress paths, access to first attack equipment e.g. fire extinguishers and disposal of rubbish). * Participate in emergency exercises/drills.   **During Emergency**  Persons selected to perform as Logistics Warden will carry out activities as set out in the emergency response procedures and as directed by the Operations Warden (Area Warden).  Activities may include the following:   * Attend the emergency control point. * Operate the communication system in place. * Check that any fire doors and smoke doors are properly closed. * Close or open other doors in accordance with the emergency response procedures. * **Search the floor or area to ensure all people have evacuated.** This function is of greater importance than a later physical count of those evacuated. * Close all doors after inspected on way past * Ensure orderly flow of people into protected area. * Assist occupants with disabilities. * Act as lead of groups moving to nominated assembly areas. * Report status of required activities to the operations officer (area warden) on their completion. * Act as directed by the Chief Warden.     **Post- Emergency**   * Compile report of the actions taken during the emergency for the debrief |
| First Aid Officer | **Qualified First Aid Staff Member**  **Pre-Emergency**  Ensure first aid kit is current and items in date  **During Emergency**  Provide first aid and support as required  Document any treatments undertaken  Communicate with carers/ ambulance around follow-up requirements  **Post- Emergency**  Compile report of actions taken during emergency for debrief  Seek counselling if required |

Emergency Contacts

Tags: Your school is tagged as Bus Coordinating School

School Contacts

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Key Roles | Name | Phone | Phone (After Hours) | Mobile |
| Principal | Melissa Berry | +61355943298 | 0407 341 925 | 0407 341 925 |
| Business Manager (Part time) | Tabatha Robb | 03 5594 3298 | 03 5235 2586 | 0418 523 797 |
| Year Level Coordinators P-2 | Judi Parkhouse | 0355943298 | 0422 349 035 | 0422 349 035 |
| Year Level Coordinators 4-5-6 | Jannique Hanegraaf | 03 5594 3298 | 0438 986 429 | 0438 986 429 |
| School Bus Coordinator | Melissa Berry | 03 5594 3298 | 0407 341 925 | 0407 341 925 |
| Cleaner | Anne Banks | 0355943417 | 03 55 943 417 | +61355943298 |
| School Council President | Amanda Neave | 0427 556 733 | 0427 556 733 | 0427 556 733 |
| Year level Co-ordinator 2/3 | Maddison McInnes | 03 55943 298 | 0448 700 036 | 0448 700 036 |

DET Contacts

|  |  |  |  |
| --- | --- | --- | --- |
| Roles | Name | Phone | Mobile |
| Regional Director | Chris Thompson | 03 8468 9202 | 0409 519 207 |
| Regional Office (swvr@edumail.vic.gov.au) | General enquiries, | 1300 333 232, |  |
| Manager, Operations & Emergency Management | Andrea Cox | (03) 4334 0509 | 0407 861 841 |
| Emergency Management Support Officer | Peter Woodman | 03 5215 5220 | 0436 678 268 |
| Incident Support and Operations Centre (ISOC) |  | 1800 126 126 |  |
| Programmed Maintenance Services |  | 1300 133 468 |  |
| OHS Advisory Service |  | 1300 074 715 |  |
| Employee Assistance Program |  | 1300 361 008 |  |
| Media Unit (on call 24/7) |  | (03) 8688 7776 |  |
| SEIL | Cherie Kilpatrick | 03 55643520 | 0407041585 |
| SSSO Team Leader | Sarah Prescott | 03 8871 2547 | 0437 331 391 |
| Neighbouring School Cobden PS | Jared Bacon | 03 5595 1087 |  |
| Neighbouring School Timboon P-12 School | Davin Reid | 03 5598 3381 |  |
| Emergency Security Services DET |  | 9589 6266 |  |

Local / Other Organizations

|  |  |
| --- | --- |
| Name | Phone |
| Timboon 55586000 Colac 52300100 - Gas - Kleenheat | 132180 1800093336 |
| Electricity - RED energy | 133466 Powercor 132412 |
| Water Corporation - Wannon Water | 1300 926 667 55647600 |
| Facility Plumber - Greg McQuinn | 55951061 0408 583 738 |
| Facility Electrician - Zac Tesselaar | 0408 138 428 |
| Local Government - Corangamite | 0355 937100 |
| Glazier - Andrew Johnson | 0427 625 082 |

School Bus Emergency Contacts

|  |  |  |  |
| --- | --- | --- | --- |
| Bus Routes | Areas Services | Schools serviced or bus coordinating school | Contact Details |
| Bus 1 | Tomahawk Ck - Williams Rd, Simpson | Simpson PS | David Pope 55983031 |
| Bus 2 | Centre Rd - Princetown | Simpson PS | David Pope 55983031 |
| Bus 4 | Kennedy's Creek | Simpson PS | David Pope 55983031 |
| Bus 5 | Colac Rd | Simpson PS | Coles Coaches 52314656 |

Communication Tree

|  |
| --- |
| **Communication Tree** |
|  |

Risk Assessment

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Identified Hazards | Description of Risk | Existing Controls | Effectiveness of existing controls | Risk Rating | Controls to be implemented | Revised Risk Rating |
| Bushfire/Grassfire | Cause: Bushfire spreading from bushland to south, east & west of school Consequences: Fatality and/or permanent disability from burns Serious injury from smoke inhalation Stress or psychological effect requiring extensive clinical support for multiple individuals | * Liaison with local CFA throughout the year and ongoing partnerships for drills * Conduct emergency response drills each term * Monthly grounds rosters to clean & tidy site EMP reviewed before the fire season * Staff & School Council aware of plan and their roles * Implement Code Red Pre-emptive closure as per EMP Check CFA website, warnings bushfire alerts during season | Acceptable | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Possible | | **Risk Level** | | Extreme | | * Communicate school bushfire preparedness to the school community. * Maintain vegetation to limit hazards on site * On declared day of extreme fire danger activate heightened state of readiness * Alter, move or cancel scheduled programs / camps/excursions * Consult with local CFA A staff member to regular monitor the horizon. * Fire protection services hydrant system available on site. | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Unlikely | | **Risk Level** | | High | |
| Building fire | Cause: Electrical fault Consequences: Risk of injury from burns or smoke inhalation Risk of property damage or loss Risk of Psychological injury | * Fire Services Equipment (fire hose reel, fire extinguishers, fire blankets, hydrants) is tested and tagged as per Australian Standards * Communication system (PA system) tested on a regular basis * A fire blanket is available in all kitchen areas * All electrical equipment is tested & tagged as per Australian Standards and damaged equipment disposed of | Acceptable | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Possible | | **Risk Level** | | Extreme | | * Practice Evacuation Drills Ensure all electrical and fire equipment is regularly checked * Ensure buildings are kept free of rubbish | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Unlikely | | **Risk Level** | | High | |
| Severe weather event | Causes: Flying Debris, Flooding, Falling objects Consequences: Wind damage - trees down, airborn debris, lifting rooves Rain inundation - | Regular and ongoing maintenance of grounds and buildings Review lockdown procedures as per EMP Ensure roofs/gutters/drains are clear | Effective | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Possible | | **Risk Level** | | Extreme | | * Liaise with SES/local government to identify potential risks Alter, move or cancel scheduled programs/ camps/ excursions | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Possible | | **Risk Level** | | High | |
| Intruder | Causes: Person known/unknown inappropriately engaging with staff/students Consequences: Hospital treatment Stress event requiring professional support | Ensure no one can enter office area without permission. Ensure visitors/contractors sign in & out using the Visitors register at Office Practise lockdown/lockout procedures as per EMP Ensure all staff are aware and have access to Employee Assistance Program | Ineffective | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Unlikely | | **Risk Level** | | Medium | | Maintain line of vision around school Records of Court Orders Keep non visible gates locked Practise stranger danger with students Enforce rule of not playing along fence lines. | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Unlikely | | **Risk Level** | | High | |
| School Bus Accident/ Vehicle Incident | Cause Poor Road conditions Mechanical failure Other drivers & damp; vehicles Consequences Injury or death Vehicle damage Stress requiring extensive clinical support for multiple individuals | Bus Coordinating School Emergency management Plan Safe bus travel guidelines distributed to all parents and students. Bus companies and drivers follow safe work procedures and complete prescribed safety check prior to driving vehicle | Acceptable | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Possible | | **Risk Level** | | Extreme | | Liaise with Bus Companies to ensure high safety standard Maintain Bus Internal communication roles for staff phoning parents & Communication Tree and distribute to all bus travellers. Internal school notification system including skoolbag SMS option for families | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Possible | | **Risk Level** | | Extreme | |
| Hazardous Substance Release | Causes Unauthorised access to fuel and chemicals used by facilities and grounds staff Gas leak from bulk gas tank located along Princetown Rd Consequences Fatality and/or permanent disability Stress requiring extensive clinical support for multiple individuals | Follow DEECD's Chemical Management procedures Maintain Chemical register with safety data sheets from Chemwatch Develop and implement safe work procedures for handling chemicals Schedule and practice emergency evacuation drills on a regular basis | Acceptable | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Unlikely | | **Risk Level** | | High | | Ensure any hazardous goods are in locked cupboards/rooms | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Rare | | **Risk Level** | | Medium | |
| Influenza pandemic | Causes Pandemic Event Flu event Consequences Stress requiring extensive clinical support for multiple individuals Fatality and/or permanent disability | Ensure staff are familiar with DEECD's Pandemic Incident Response Procedures Ensure basic hygiene measures are in place & posters displayed Ensure there is convenient access to water and soap and/or hand sanitiser Ensure staff and students are educated about covering their cough to prevent spread of germs | Effective | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Rare | | **Risk Level** | | Medium | | Ensure facility is kept clean. Promote good hygiene. Parents to be notified of illness. Parents to notify the school of any communicable diseases. | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Rare | | **Risk Level** | | Medium | |
| Bomb Threat | Causes Bomb threat made to school or adjacent facility or organisation Consequences Stress or psychological effect requiring extensive clinical support for multiple individuals | Ensure staff are trained and aware of the Bomb Threat checklist Ensure all phones have a Bomb Threat checklist and pencil next to them Ensure all staff are aware and have access to the Employee Assistance Program | Acceptable | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Rare | | **Risk Level** | | Medium | | Practise drills to ensure all know roles in emergency situation. Scripts kept near phones | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Rare | | **Risk Level** | | Medium | |
| Off Site Emergencies | Causes Emergency at camp, excursion, PD Day or other off site activity | Complete Student Activity Locator Adhere to Outdoor Education Guidelines and ratios for supervision Staff to adhere to DEECD's Work related procedures. | Acceptable | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Possible | | **Risk Level** | | High | | Teachers in charge of activity to complete SAL Teachers in charge of camps, excursions and off site activities to complete Risk assessments. | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Unlikely | | **Risk Level** | | Medium | |
| Loss of essential services | Lack of availability of school resources such as computers Lack of availability of fresh drinking water and water for flushing toilets | Frequent shorter power outages are common and handled via change in technology requirements  Water supply interruption is the second issue and we have some stored drink bottles.  If known prolonged outage: hire of generator or may cancel school due to hygiene services lost such as water and toilet facilities | Acceptable | |  | | --- | | **Consequence** | | Minor | | **Likelihood** | | Likely | | **Risk Level** | | Medium | | Notify students and staff of time outage expected -toilet visits held off  Advance planning includes school community notified to send along extra drinks | |  | | --- | | **Consequence** | | Minor | | **Likelihood** | | Likely | | **Risk Level** | | Medium | |
| Snakes | Risk of injury to staff and students Stress or psychological injury requiring clinical support for multiple individuals | Areas around the school ground are well maintained and cleared to ensure fewer hiding places  Staff undertaken first aid training with snake bite processes taught  Students alerted to appropriate response at sighting | Acceptable | |  | | --- | | **Consequence** | | Moderate | | **Likelihood** | | Possible | | **Risk Level** | | Medium | | Information sessions for students around how to respond if sighting occurs are conducted with all classes in the lead up to Summer  First Aid training for snake bites | |  | | --- | | **Consequence** | | Moderate | | **Likelihood** | | Possible | | **Risk Level** | | Medium | |
| Child Abuse | Probable causes: Domestic violence; Substance abuse; Stress/isolation; Mental health problems/intellectual disability; Lack of parenting skills Probable consequences: Physical and psychological trauma/distress/injury; Depression/apathy; Inability to concentrate; Emotional/behavioural/learning problems; Eating Disorder | * Recognise indicators of Child Abuse * Child Safe Standards * PROTECT protocol * Student Critical Incident Advisory Line * Student Support Services/Student Welfare Coordinator | Effective | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Possible | | **Risk Level** | | High | |  | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Possible | | **Risk Level** | | High | |
| Information Security | Probable Causes: Hacking; Malware virus; Unprotected systems/passwords; Accidental Probable consequences: Inconvenience Inability to access/use computer system; Loss/corruption of files/data; privacy breach | * [Privacy (including DET’s Schools’ Privacy Policy)](https://www.education.vic.gov.au/school/principals/spag/governance/Pages/privacy.aspx) * [Privacy, Department provided software](https://www.education.vic.gov.au/school/principals/spag/curriculum/Pages/techsupport.aspx) * [Privacy (requests for Information about Students)](https://www.education.vic.gov.au/school/principals/spag/safety/pages/requestinfo.aspx) * [Acceptable use of ICT Resources](https://www.education.vic.gov.au/school/principals/spag/infrastructure/Pages/ictsecurity.aspx) * Staff member manages and reviews school’s privacy practices * Regular privacy audit to determine what information the school collects, how it is used and with whom information is shared. * Examine data security arrangements * BYOD usage and guidelines * Password protocols for ICT | Acceptable | |  | | --- | | **Consequence** | | Moderate | | **Likelihood** | | Possible | | **Risk Level** | | Medium | |  | |  | | --- | | **Consequence** | | Moderate | | **Likelihood** | | Possible | | **Risk Level** | | Medium | |
| Medical Emergency | Probable causes: Accident/misadventure; known/unknown illness Probable consequences: Ill health, recuperation; hospitalization; impact on continuity of education; Psychological distress for those witnessing incident | * Staff trained in first aid * First Aid Kit * Staff observant to signs of illness * Medical history – staff/students * [First Aid and Infection Control Procedure](https://www.education.vic.gov.au/hrweb/safetyhw/Pages/firstaidohsms.aspx) * Medication Authority Form and authority to administer | Acceptable | |  | | --- | | **Consequence** | | Moderate | | **Likelihood** | | Possible | | **Risk Level** | | Medium | |  |  |
| Mental Stress | Probable causes: Exposure to distressing event; Anxiety/depression; illness Probable consequences: Psychological trauma/distress; Attempted suicide; Suicidal ideation/self-harm; Interrupted learning | * Student Support Services * Well-being staff in school * SafeMinds * Navigator Program * Student Engagement and Inclusion Guidance * Building Resilience Framework * Victorian Anti-bullying and Mental Heath Initiative | Effective | |  | | --- | | **Consequence** | | Moderate | | **Likelihood** | | Unlikely | | **Risk Level** | | Medium | |  |  |
| Missing person - school or school camp/excursion | Probable causes; Lost or separated whilst on camp/excursion; Truancy; Unknown - i.e. distress Probable consequences: injury; interrupted education; psychological trauma/distress | * School records attendance * Student engagement policy to promote school attendance and address truancy, which is staged * Recess and lunchtime supervision. * Behaviour Support Plans to address individual truancy. * Student Activity Locator to be completed ahead of all camps (which includes outlining all students to attend camp) * List of students to attend camp to be held at school site and by Teacher in Charge on camp. * School excursion/camp risk assessment * Protocols around tracking group in place | Acceptable | |  | | --- | | **Consequence** | | Moderate | | **Likelihood** | | Possible | | **Risk Level** | | Medium | |  |  |
| Traumatic Death/Injury/Grief | Probable causes: Accident/misadventure; Existing illness; Sudden medical emergency Probable Consequences: Distress/anger; Disruption to school operations; Disruption to school operations; Stress, psychological injury, impact on well-being requiring support | * Student Support Services * Well-being staff in school * Managing Trauma Guide * Incident Support and Operations Centre referrals * Employee Assistance Program | Effective | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Rare | | **Risk Level** | | Medium | |  |  |
| Violence, Aggression and/or harassment | Probable causes: underlying abuse or exposure to family violence; developmental factors Probable Consequences: physical or psychological harm; Disruption to learning/continuity of education | Site based policies and strategies   * Lunchtime and recess supervision * School based security measures e.g. duress alarm, CCTV * Behavioral Code of Conduct * School social media strategies to address online harassment * Requirement for multiple staff to be present at meetings or incidents involving aggressive parent or student   School pursues specific interventions or referrals as required/appropriate:   * Trespass order * Child Protection referral * Family violence referral   Specific supports for students with challenging behaviors and interventions:   * Referral to Student Support Services (SSS) * School Wide Positive Behaviour Support strategies (Behaviour Support Plans etc.) * Restraint and Seclusion procedures * Respectful Relationships * Health and Human Services Behaviour Support Services * More advanced supports accessed as appropriate e.g. Engagement of a Student Support Services visiting professional * School welfare officer/coordinator engaged   Training   * Diffusion strategies and training for staff * Conflict management training * Awareness training and resources – Building Resilience and Preventing Radicalisation to Violent Extremism   Specific support for teacher/staff in dealing with challenging behaviours   * Employee Assistance Program (EAP) for impacted staff * Principal Mentor Program * Proactive Wellbeing Supervision * Principal Health Checks * Early Intervention Principal Support Service   Refer to additional resources for impacted persons   * School breakfast club (where available) * School wide Positive Behaviour Support * Koori inclusive School Wide Positive Behaviour Support | Effective | |  | | --- | | **Consequence** | | Moderate | | **Likelihood** | | Unlikely | | **Risk Level** | | Medium | |  |  |
| School bus emergencies | Probable Causes: Bus incident (eg. breakdown, fire or flood or other emergency event) or bus accident which occurs: while school bus enroute to or from school or; while bus conveying staff and students for camp excursion or other school activity; Motor vehicle accident involving pedestrian: occurring inside school grounds; around perimeter of school; within close proximity of the school Probable Consequences: Risk of death/injury to passengers or pedestrians; Traffic disruption/delay/inconvenience | * Engage approved Accredited Bus Operators Drivers * Buses with seat-belts are used for transporting students   Controls for bus travel to or from school:   * Complies with [School Bus Program Emergency management Operational Guidelines](https://www.education.vic.gov.au/Documents/school/principals/management/StudentTransportEmergencyManagementOperationalGuidelinesMay2018PDF.pdf) * School’s EMP consistent with bus operator’s plan. * Student Transport Emergency management procedures socialised with school and bus operator. * Supervision during bus arrival and departure. * Bus coordinator appointed (bus coordinating schools only). * Log of bus travel risks. * School maintains a bus roll to determine who is travelling on the bus each day. * School maintains emergency contact records for all students travelling on buses.   Controls for bus travel during camp or excursion:   * Staff to follow DET’s [work-related driving procedure](https://www.education.vic.gov.au/hrweb/safetyhw/Pages/driverfatigue.aspx). * Bus driver to maintain log book as required. * Students supervised and monitored while participating in off-site school activities, including bus transport. * Permission forms for excursions and camps contain parent/guardian emergency contact details and copy of these kept on school site, with one copy to be taken on trip. * Student Activity Locator (SAL) completed. * Contact details of emergency contacts for students on camp or excursion. * Risk assessment planning has occurred for all off-site camps and excursions. * First aid kit to accompany excursions and first aid qualified staff to attend. * Traffic management plan to manage school access/egress at drop off/pick up times. * Supervision to monitor student compliance with school road and bike safety policy. | Acceptable | |  | | --- | | **Consequence** | | Moderate | | **Likelihood** | | Possible | | **Risk Level** | | Medium | |  |  |
| PANDEMIC | Causes Pandemic Event Virus event Consequences School Stress requiring extensive clinical support for multiple individuals Fatality and/or permanent disability School Closure for deep cleaning | Ensure staff are familiar with DET's Pandemic Incident Response Procedures Ensure basic hygiene measures are in place & posters displayed Ensure there is convenient access to water and soap and/or hand sanitiser Ensure staff and students are educated about covering their cough to prevent spread of germs  Establish COVID-19 Safety management Plan | Acceptable | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Likely | | **Risk Level** | | Extreme | | Circulate the latest advice to parents (in multiple languages if appropriate), staff and students (where appropriate), including displaying on-site [signage](https://edugate.eduweb.vic.gov.au/sites/i/Pages/School.aspx" \l "/app/news/detail/3815/communications_pack_to_help_schools_explain_the_return_to_face-to-face_teaching).  Consult with HSR and/or OHS Committee about the implementation of controls.  Staff undertake on-line training for infection control and covid-19 on-line learning DET offering  Discuss implementation issues for on-site service provision, including planning recesses and lunchtimes, use of alternate spaces to increase physical distancing and supervision of hygiene products.  Each morning schools shall check the temperature of students attending site.  Each morning on arrival students will wash hands with soap and water before entry to classroom areas  On-site students will be located in spaces not greater than 1:10 ratio  Where required use appropriate Personal Protective Equipment (including face coverings) and don and doff appropriately.  Display posters reminding people to wear masks, distribute information about safe use of face coverings.   Conduct regular inspections of the workplace to check that recommended risk controls are implemented and working effectively.  Ensure staff on-site are familiar with social distancing requirements for office spaces, staff room and general site.  Use teaching strategies and communications resources to remind students to wear face coverings and practice good hand hygiene.  Remind staff of importance of only attending school when required to for onsite delivery.  Ensure contractor sign in requirements are followed by all visitors attending site.  Escalate issues to the OHS Advisory Service if issues cannot be resolved locally | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Likely | | **Risk Level** | | Extreme | |
| COVID-19 | Probable Causes: Contagious illness. Probable consequences: Spread of illness; High absenteeism, school closures | Existing controls are detailed within the following documents:    DET *School Operations Guide*  *[https://edugate.eduweb.vic.gov.au/sites/i/Pages/production.aspx#/app/content/3336/](https://edugate.eduweb.vic.gov.au/sites/i/Pages/production.aspx" \l "/app/content/3336/)*    *Health and Safety Advice for Schools in the context of Coronavirus (COVID-19)* developed by Victoria’s Chief Health Officer (<https://edugate.eduweb.vic.gov.au/sites/i/Shared%20Documents/Coronavirus/School%20Operations%20Guide/health-advice-term-4.docx>). | Acceptable | |  | | --- | | **Consequence** | | Severe | | **Likelihood** | | Likely | | **Risk Level** | | Extreme | | The Principal will monitor the regular COVID updates provided to schools to ensure any revised controls are implemented at the school level. | |  | | --- | | **Consequence** | | Major | | **Likelihood** | | Possible | | **Risk Level** | | High | |

Core Emergency Response Procedures

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| Core Procedures | **Procedure Instructions** |
| Off-site evacuation procedure code RED | If it is unsafe for students, staff and visitors to remain on the school grounds the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.   * Call **000** for emergency services and seek and follow advice. * Continuous sounding of evacuation siren or air horn for 3 minutes- PA announcement code RED * Identify which off-site assembly point you will evacuate staff, students and visitors to. * Evacuate staff, students and visitors to your ***Early Childhood Learning Centre, Simpson Hall or Recreation Reserve*** * Report the emergency and evacuation to Incident Support and Operations Centre (24 hour, 7 days) on 1800 126 126. * Take your emergency kit/first aid kit (including your student and staff attendance lists and a copy of this EMP). * Once at primary and/or secondary assembly point/s, check all students, staff and visitors are accounted for. * Ensure communications with emergency services is maintained. * Wait for emergency services to arrive or provide further information. * Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. * Confirm with Emergency Service personnel that it is safe to return to normal operations. * Maintain a record of actions/decisions undertaken and times. * Contact parents as required.     **Actions after off-site evacuation procedure**   * Ensure any students, staff or visitors with medical or other needs are supported. * Advise the Incident Support and Operations Centre and the region (regional Manager, Operations and Emergency Management) that the evacuation is over. * Determine whether to activate your parent re-unification process. * Determine if there is any specific information students, staff and visitors need to know (for example, parent reunification process or areas of the facility to avoid). * Direct all Media enquiries to DET Media Unit on 8688 7776. * Contact the SSSO Network Coordinator if required. * Print and issue pre-prepared parent letters and give these to students to take home. * Ensure all staff are made aware of Employee Assistance Program contact details. * Seek support from your region/regional Manager, Operations and Emergency Management if required. * Undertake operational debrief with staff and Incident Management Team to identify any off-site and procedural changes that may be required. * Complete your Post Emergency Record. |
| Lock-down procedure code YELLOW | When an external and immediate danger is identified and it is determined that the students should be secured inside the building for their own safety the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.   * Call **000** for emergency services and seek and follow advice. * Sounding of bell 15 on 15 off cycle X2- PA announcement code YELLOW * Initiate the lock-down and provide instructions to staff, for example, close internal doors and windows, remain in classroom, sit below window level or move into corridors. * Check that all external doors (and windows if appropriate) are locked. * If available, allocate staff to be posted at locked doors to allow students, staff and visitors to enter if locked out. * Report the emergency and lock-down to the Incident Support and Operations Centre (24 hour, 7 days) on 1800 126 126. * Divert parents and returning groups from the school if required. * Ensure a telephone line is kept free. * Keep public address system free. * Keep main entrance as the only entry point. It must be constantly monitored and no unauthorised people allowed access. * If safe to do so, have a staff member wait at the main entry to the school to guide emergency services personnel. * As appropriate, ascertain that all students, staff and visitors are accounted for. * Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. * As appropriate, confirm with emergency services personnel that it is safe to return to normal operations. * Maintain a record of actions/decisions undertaken and times. * Contact parents as required.   **Actions after lock-down procedure**   * Ensure any students, staff or visitors with medical or other needs are supported. * Advise the Incident Support and Operations Centre and the region (regional Manager, Operations and Emergency Management) that the lock-down is over. * Determine whether to activate your parent re-unification process. * Determine if there is any specific information students, staff and visitors need to know (for example, parent reunification process or areas of the facility to avoid). * Direct all Media enquiries to DET Media Unit on 8688 7776. * Print and issue pre-prepared parent letters and give these to students to take home. * Contact the SSSO Network Coordinator if required. * Ensure all staff are made aware of Employee Assistance Program contact details. * Seek support from your region/regional Manager, Operations and Emergency Management if required. * Undertake operational debrief with staff and Incident Management Team to identify any lock-down and procedural changes that may be required. * Complete your Post Emergency Record. |
| Lock-out procedure Code RED | When an internal immediate danger is identified and it is determined that students should be excluded from buildings for their safety the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.   * Call **000** for emergency services and seek and follow advice. * Continuous sounding of evacuation siren or air horn for 3 minutes- PA announcement code RED * Announce lock-out with instructions about what is required. Instructions may include nominating staff to:   + Lock doors to prevent entry   + Check the premises for anyone left inside   + Obtain Emergency Kit * Go to the designated assembly point/s ***Early Childhood learning Centre, Simpson Hall or Recreation Reserve*** * Check that students, staff and visitors are all accounted for. * Report the emergency and lock-out to the Incident Support and Operations Centre (24 hour, 7 days) on 1800 126 126. * Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. * Where appropriate, confirm with emergency services personnel that it is safe to return to normal operations. * Maintain a record of actions/decisions undertaken and times. * Contact parents as required.     **Actions after lock-out procedure**   * Ensure any students, staff or visitors with medical or other needs are supported. * Advise the Incident Support and Operations Centre and the region (regional Manager, Operations and Emergency Management) that the lock-out is over. * Determine whether to activate your parent re-unification process. * Determine if there is any specific information students, staff and visitors need to know (for example, parent reunification process or areas of the facility to avoid). * Print and issue pre-prepared parent letters and give these to students to take home. * Direct all Media enquiries to DET Media Unit on 8688 7776. * Ensure all staff are made aware of Employee Assistance Program contact details. * Contact the SSSO Network Coordinator if required. * Seek support from your region/regional Manager, Operations and Emergency Management as required. * Undertake operational debrief with staff and Incident Management Team to identify any lock-out and procedural changes that may be required. * Complete your Post Emergency Record. |
| Shelter-in-place procedure Code RED | When an incident occurs outside the school and emergency services or the Chief Warden determines the safest course of action is to keep students and staff inside a designated building in the school (as evacuation might reasonably expose people to a greater level of danger until the external event is handled), the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.   * Call **000** for emergency services and seek and follow advice. * Continuous sounding of evacuation siren or air horn for 3 minutes- PA announcement code RED * Chief Warden activates the Incident Management Team. * Move all students, staff and visitors to the pre-determined shelter-in-place area ***- Meeting Room or Early Childhood Learning Centre.*** * Take your emergency kit/first aid kit (including your student and staff attendance lists and a copy of this EMP). * Report the emergency to the Incident Support and Operations Centre (24 hour, 7 days) on 1800 126 126. * Check that all students, staff and visitors are accounted for. * Ensure communications with emergency services is maintained. * Wait for emergency services to arrive or provide further information. * Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. * Where appropriate, confirm with emergency service personnel that it is safe to return to normal operations. * Maintain a record of actions/decisions undertaken and times. * Contact parents as required.     **Actions after shelter-in-place procedure**   * Ensure any students, staff or visitors with medical or other needs are supported. * Advise the Incident Support and Operations Centre that shelter-in- place is over. * Determine whether to activate your parent re-unification process. * Determine if there is any specific information students, staff and visitors need to know (for example parent reunification process or areas of the facility to avoid). * Direct all Media enquiries to DET Media Unit on 8688 7776. * Print and issue pre-prepared parent letters and give these to students to take home. * Ensure all staff are made aware of Employee Assistance Program contact details. * Contact the SSSO Network Coordinator if required. * Seek support from your region/regional Manager, Operations and Emergency Management as required. * Undertake operational debrief with staff and Incident Management Team to identify any shelter-in-place and procedural changes that may be required. * Complete your Post Emergency Record. |

Specific Emergency Response Procedures

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| Specific Procedures | **Procedure Instructions** |
| School bus emergencies | Use this procedure for an emergency that arises involving a government school bus en route.  **The Bus Coordinating Principal will:**   * Contact emergency services agencies to ascertain local information on status of any notified emergency. * Report emergency to the Security Services Unit on 1800 126 126. * Advise emergency services of the status and location of bus services and seek assistance if required. * Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. * Confirm/provide instruction to driver with regard to destination. * Notify client school principals and any other facility with passengers on the affected service. * Consult to ensure client school principals notify parents/guardians of all affected students of actions taken and other relevant information (such as where to collect their children). * Keep an accurate log of all communication in relation to the event. * Receive confirmation of bus’s arrival at destination from driver. * Where possible keep an accurate record of the event. * Direct all Media enquiries to DET Media Unit on 8688 7776. * A copy of your schools Student Transport Emergency Management Plan, that details the emergency procedures in the event of a breakdown, accident, bushfire or other emergency situation, should be attached in the Additional Information section at the end of your schools EMP. |
| Bushfire/Grassfire | **Bushfire/Grassfire Specific Emergency Response Procedures.**  **Triggers for Action.**  The need for action by the school is triggered when there is a bushfire or grassfire that;   * is observable, or * identified via Vic Emergency App within (insert your pre-determined watch zone) km from the school. * there is an Advice, Watch and Act, Emergency Warning or Evacuation message that includes your School.   **Immediate Actions / Seek Advice .**   * If immediate emergency services assistance is required phone '000'. * Seek advice from your regional Manager, Operations and Emergency Management, regional Emergency Management Support Officer, or regional IMT (if activated). They can gain additional information and advice from emergency services for you.  |  |  |  | | --- | --- | --- | | **Name** | **Role** | **Mobile number** | | Insert name | Manager Operations and Emergency Management | Insert Number | | Insert name | Emergency Management Support Officer | Insert Number |  * Report the incident to ISOC (1800 126 126) * Convene your Incident Management Team (IMT) * Continue to monitor conditions such as wind change, size of fire, direction of travel. * Continue to monitor warnings and advice messages through the VicEmergency App or website. * If there is a bushfire or grass fire in your watch zone with an associated warning area that does not cover the school site, seek further advice to determine if any actions are necessary.   **Other sources of Information**   * Vic Emergency Hotline on 1800 226 226 for any information on the incidents and warnings in your area. * ABC local radio – use a battery powered radio if necessary due to the possibility of power outages.   **Actions for the School when it is within a VicEmergency warning area**   |  |  |  | | --- | --- | --- | | **VicEmergency Warning** | **What it means** | **School Actions** | | **Advice Warning** | Issued to notify the community that an incident/event has occurred that may escalate to impact on life or property. Actions may be recommended for preparedness or vulnerable groups. | If your school is in an Advice Warning area, then seek advice and monitor conditions as they may change. | | **Watch and Act Warning** | Issued when an incident/event is likely to or is directly impacting the community. They need to take action now. | If your school is in a Watch and Act Warning area, seek advice and then decide whether to;   * remain on site, shelter in place (if required) and monitor the situation * call parents to pick up their children * evacuate the school to your offsite bushfire evacuation location. | | **Emergency Warning** | Issued when the community is in imminent danger of an incident/event and need to take action now. | If your school is in an Emergency Warning area and the warning states that it is too late to leave, then shelter in place and seek advice. Advise parents that they should not travel at the school to pick up their children. If parents do arrive, then advise them to also shelter in place with staff and students at the school. | | **Prepare to Evacuate** | **Prepare to Evacuate** – Issued when it is recommended to that the community should quickly prepare to leave the area. This may include undertaking actions to prepare their family, gather critical items and protect their property. | If your school is in an Evacuation area;comply with evacuation instructions provided and seek advice. | | **Evacuate Now** | **Evacuate Now** – Issued when the community is recommended to immediately leave or processes are in place to evacuate communities. | If your school is in an Evacuation area;comply with evacuation instructions provided and seek advice.. |   **Sheltering in Place.**  If sheltering-in-place is required, move all students, staff and visitors to the Shelter in Place if possible, provided it is safe to do so.   * Take your emergency kit, a first aid kit, your EMP and student and staff attendance lists. * Check fire equipment including; torches, water, batteries, radio, water, mops, buckets, school portable phone, P2 smoke masks, personal protective equipment and mobile phone are in the *Shelter in Place*. * Check that all students, staff and visitors are accounted for. * Ensure communications with emergency services are maintained. * Advise parents that the school is sheltering in place and they should not come to pick their children up. * If parents arrive, encourage them to stay with their children at the school. * Check all windows and doors in the *Shelter in Place* are closed (but doors are not locked). * Turn off gas supply * Any sprinkler system around the school grounds to be turned on (if this does not compromise other water-based defence systems). * If safe to do so, relocate cars and any other movable combustible objects to greater than 20m from the *Shelter in Place* and the evacuation path between the *Shelter in Place* and *Onsite Bushfire Evacuation location* and *Offsite Bushfire Evacuation Location.* * Staff should attend to students who show signs of or are known to be susceptible to smoke. If possible, supply these students with P2 smoke masks and any medication they require. * The Communications Officer or a nominated person is to monitor the phones and/or radios to ensure that communication is maintained. * Wait for emergency services to arrive or provide further information. * Any decision to leave the Shelter in Place should only occur on advice of emergency services * Continually monitor *Shelter in Place* for embers or building ignitions and immediately put them out, when safe to do so. Staff, where possible, should wear full length, fire resistant natural fibre clothing (e.g. wool or cotton) and other personal protective equipment including; goggles, leather gloves and P2 smoke masks, for patrolling the Shelter in Place for embers and building ignitions. * If the building has ignited and is not safe to extinguish – evacuate to the >*Onsite Evacuation Location* or *Offsite Bushfire Evacuation Location*, via the defined route. * Maintain a record of actions/decisions undertaken and times.   *As appropriate insert any additional mitigation steps relevant to your facility that you have identified in your risk assessment.* |
| Building fire | CODE RED  3 minute sounding of evacuation siren or air horn, followed by announcement to identify venue for evacuation  Shelter in place on-site- Early years building  Off site: Simpson Hotel Car park area  Risk of:  injury from smoke inhalation or burns  radiant heat harm  property damage  loss of life  If it is unsafe for students, staff and visitors to remain on the school grounds the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.   * Call **000** for emergency services and seek and follow advice. * Continuous sounding of evacuation siren or air horn for 3 minutes- PA announcement code RED * Identify which off-site assembly point you will evacuate staff, students and visitors to. * Evacuate staff, students and visitors to your ***Early Childhood Learning Centre, Simpson Hall or Recreation Reserve*** * Report the emergency and evacuation to Security Services Unit (24 hour, 7 days) on 9603 7999. * Take your emergency kit/first aid kit (including your student and staff attendance lists and a copy of this EMP). * Once at primary and/or secondary assembly point/s, check all students, staff and visitors are accounted for. * Ensure communications with emergency services is maintained. * Wait for emergency services to arrive or provide further information. * Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. * Confirm with Emergency Service personnel that it is safe to return to normal operations. * Maintain a record of actions/decisions undertaken and times. * Contact parents as required.     **Actions after off-site evacuation procedure**   * Ensure any students, staff or visitors with medical or other needs are supported. * Advise the Security Services Unit and the region (regional Manager, Operations and Emergency Management) that the evacuation is over. * Determine whether to activate your parent re-unification process. * Determine if there is any specific information students, staff and visitors need to know (for example, parent reunification process or areas of the facility to avoid). * Direct all Media enquiries to DET Media Unit on 9637 2871. * Contact the SSSO Network Coordinator if required. * Print and issue pre-prepared parent letters and give these to students to take home. * Ensure all staff are made aware of Employee Assistance Program contact details. * Seek support from your region/regional Manager, Operations and Emergency Management if required. * Undertake operational debrief with staff and Incident Management Team to identify any off-site and procedural changes that may be required. * Complete your Post Emergency Record. |
| Severe weather event | CODE BROWN  Potential risks:  Risk of roof down flooding  Risk of injury Risk of property damage.  Physical injury to staff or students Stress or psychological injury requiring clinical support for multiple individuals   * **Call 000** if emergency services are needed and seek and follow advice. * Before the storm, store or secure loose items external to the building, such as outdoor furniture and rubbish bins. * Secure windows (close curtains and blinds) and external doors. If necessary, tape windows and glass entrances. Utilise boards and sandbags if required. * During a severe storm: * Remain in the building and keep away from windows. * Restrict the use of telephone landlines to emergency calls only, particularly during a thunderstorm. * Report any matter concerning the safety and wellbeing of students, staff and visitors to the Chief Warden. * Disconnect electrical equipment - cover and/or move this equipment away from windows. * Report emergency to the Security Services Unit on 1800 126 126. * Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. * Listen to local radio or TV on battery-powered sets for weather warnings and advice. |
| Intruder | CODE BLACK  Potential risks:  Injury to staff and students  Psychological health impacted   * Case by case alert all staff to keep students isolated from the intruder * stay calm and co-operate * Call 000 |
| School Bus Accident/ Vehicle Incident | **If a school bus crashes on route:**  Physical injury to staff or students  Stress or psychological injury requiring clinical support for individuals  Response:  Bus co-ordinating Principal will:   * Contact emergency services/ agencies to ascertain local information on status of any emergency * Report emergency to the Security Services unit on 1800 126 126 * advise emergency services of the status and location of bus services and seek assistance if required * Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. * Confirm/provide instruction to driver with regard to destination. * Notify client school principals and any other facility with passengers on the affected service. * Consult to ensure client school principals notify parents/guardians of all affected students of actions taken and other relevant information (such as where to collect their children). * Keep an accurate log of all communication in relation to the event. * Receive confirmation of bus’s arrival at destination from driver. * Where possible keep an accurate record of the event. * Direct all Media enquiries to DEECD Media Unit on 9637 2871. * A copy of your schools Student Transport Emergency Management Plan, that details the emergency procedures in the event of a breakdown, accident, bushfire or other emergency situation, should be attached in the Additional Information section at the end of your schools EMP. * Liaise with Bus Companies to ensure high safety standard Maintain Bus Internal communication roles for staff phoning parents & Communication Tree and distribute to all bus travellers. Internal school notification system including Skoolbag SMS option for families |
| Hazardous Substance Release | CODE ORANGE  One minute sounding of alarm followed by announcement for CODE ORANGE  Enact evacuation procedure on-site to oval or off site to hotel car park (town safer place)  **When there is a gas leak or smoke in building:**   * Determine which services are affected and the extent of the impact. * Respond to any immediate threat to student and staff safety and isolate/secure buildings/areas if necessary. * **Call 000** if emergency services are required to respond e.g. power lines down in front of school. * Turn off all safety valves for gas and power supply * Contact the relevant provider/s to report outage and ascertain when restoration will occur. * Consider consequential impacts, e.g. power outage will impact on phone lines and IT systems. * Contact your Senior Education Improvement Leader or regional Manager, Operations and Emergency Management for advice and support if necessary. * Report the loss of essential services to the Security Services Unit on 1800 126 126. * Contact parents as required. * Refer to the school’s Business Continuity Management Plan if the essential services are likely extend beyond 24 hours. * Insert any additional steps, including mitigation steps that you have identified in your risk assessment |
| Influenza pandemic | Appendix B of the DET Pandemic Influenza Incident Response Plan provides details of the [key actions (https://edugate.eduweb.vic.gov.au/edrms/SEMD/\_layouts/15/WopiFrame2.aspx?sourcedoc=/edrms/SEMD/SEMdoct/Pandemic%20Influenza%20Incident%20Response%20Plan%20June%202017.docx&action=default)](https://edugate.eduweb.vic.gov.au/edrms/SEMD/_layouts/15/WopiFrame.aspx?sourcedoc=/edrms/SEMD/SEMdoct/Pandemic%20Influenza%20Incident%20Response%20Plan%20June%202017.docx&action=default)  for schools to implement at each of the preparedness and response stages of a pandemic influenza event. |
| Bomb Threat | CODE PURPLE  Phone call checklist available at all phones   * do not hang up * keep caller talking * record exact threat   Call 000  Enact search procedures.  Based on findings evacuation required  Bell sounds for one minute followed by CODE PURPLE announcement |
| Off Site Emergencies | HEAT HEALTH:  Risks include:  Hypothermia: heat and sunlight overheat human body resulting in heat cramps, heat exhaustion, heat stress and heat stroke.  Dehydration exacerbating existing medical conditions  Power outages due to high use of air-con, refrigeration Failure of public transport (rail)  Food poisoning due to unrefrigerated school lunch  To minimise the risks associated with extreme hot weather, schools must develop appropriate strategies and measures.  Actions may include the following:   * Call 000 if medical assistance is required   ***Scheduling/Activities***  Restrict outdoor time.  Cancel or re-schedule any outdoor activities by duration and intensity i.e. to start earlier or later in the day when the heat is less intense, and to include more rest breaks.  Use alternative venues to modify and relocate activities when temperatures exceed 30C and humidity levels exceed 60 per cent (e.g. indoor recess and lunch, sports programs moved to gym/indoor area).  Reschedule/move classes from classrooms with direct sunlight/no cooling.  In extreme weather conditions, schools may:  reduce midday recess to no less than thirty minutes  adjust dismissal time accordingly.  Ensure students make use of extra shade from both man-made structures (e.g. sails and umbrellas) and natural features such as trees to provide cooler environments for outdoor activities.  Implement sun and UV protection policy as per School Policy and Advisory Guide (SPAG) as well as the SunSmart program.  Where possible, ensure sufficient shelter is available for students awaiting pick-up by parents.  ***Hydration***  Ensure students and staff continue to hydrate and monitor the hydration of children with additional needs.  Drinks containing caffeine such as coffee and tea should be avoided.  Remind parents to provide their child with water and modified uniform  Include information on the school's arrangements for managing hot weather in the school newsletter.  Ensure staff monitor students for early signs of heat stress/dehydration.  ***Indoors***  Ensure indoor spaces have appropriate ventilation or air conditioning.  Display dealing with heat posters in prominent locations in the school.  Review first aid kits and the need to supplement stock of ice packs and hydrolyte.  ***Notification/Information***  Report any heat health impacts to the Security Services Unit (24 hour, 7 days) on 9603 7999.  Seek advice from your SEIL or regional emergency management staff if required.  Direct any media enquiries to DET Media Unit on 9637 2871. |
| Loss of essential services | **When there is a loss of essential services (power, water, communications):**   * Determine which services are affected and the extent of the impact. * Respond to any immediate threat to student and staff safety and isolate/secure buildings/areas if necessary. * **Call 000** if emergency services are required to respond e.g. power lines down in front of school. * Contact the relevant provider/s to report outage and ascertain when restoration will occur. * Consider consequential impacts, e.g. power outage will impact on phone lines and IT systems. * Contact your Senior Education Improvement Leader or regional Manager, Operations and Emergency Management for advice and support if necessary. * Report the loss of essential services to the Security Services Unit on 1800 126 126. * Contact parents as required. * Refer to the school’s Business Continuity Management Plan if the essential services are likely extend beyond 24 hours. * Insert any additional steps, including mitigation steps that you have identified in your risk assessment |
| Snakes | * Regular student and staff education sessions regarding snake season issues and responses * Treat the snake as venomous – almost all snakes occurring on or entering school properties in Victoria are venomous. * Remain calm and alert students and staff - advise them to stay calm, move away slowly and keep away. * If the snake is very close to you (around 1.5 metres or less) remain motionless until the snake moves away. * If the snake is not agitated or defensive, calmly and slowly move to a safe distance away from the snake observing its position at all times. * If the snake is located around buildings and playgrounds consider the need to activate a Lock Down procedure. * If the snake is located inside a building, consider the need to evacuate the classroom or building. * Leave the snake alone and give it the opportunity to escape. If possible, monitor the snake from a safe distance (at least 5 metres away) in order to see where it goes and to direct a snake catcher to the snake (or its shelter site) if one is called. * If the snake remains on school grounds, call the local licensed snake catcher on insert local snake catcher contact details here. * Report the incident to SSU. |
| Child Abuse | In the event of an incident, disclosure, or suspicion of child abuse, the school will:   * Follow the *Four Critical Actions for Schools about Responding to Incidents, Disclosures and Suspicions of Child Abuse* hyperlinked at <https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_ChildAbuse.pdf> * Report the incident internally to the Incident Support  and Operations Centre (ISOC) by calling 1800 126 126.  If you require additional advice and support with managing the incident, ask to consult with the Incident Management and Support Unit (IMSU), available on the same phone number.   This is an abridged version of schools’ obligations which are outlined in more detail in *Identifying and Responding to All Forms of Abuse in Victorian Schools* hyperlinked at [https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5\_SchoolsGuide.](https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5_SchoolsGuide.pdf)pdf  For suspected student sexual offending, the school will:   * Follow the *Four Critical Actions for Schools on Responding to Student Sexual Offending* hyperlinked at <https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_SSO.pdf>. * Report the incident internally to ISOC by calling 1800 126 126.  If you require additional advice and support with managing the incident, ask to consult with the IMSU, available on the same phone number.   The Four Critical Actions is a summary of schools’ obligations which are outlined in greater detail in *Identifying and Responding to Student Sexual Offending* hyperlinked at [https://www.education.vic.gov.au/Documents/about/programs/health/protect/SSO\_Policy.](https://www.education.vic.gov.au/Documents/about/programs/health/protect/SSO_Policy.pdf)pdf  In the event of an incident, disclosure, or suspicion of child abuse, the school will:   * Follow the *Four Critical Actions for Schools about Responding to Incidents, Disclosures and Suspicions of Child Abuse* hyperlinked at <https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_ChildAbuse.pdf> * Report the incident internally to the Incident Support  and Operations Centre (ISOC) by calling 1800 126 126.  If you require additional advice and support with managing the incident, ask to consult with the Incident Management and Support Unit (IMSU), available on the same phone number.   This is an abridged version of schools’ obligations which are outlined in more detail in *Identifying and Responding to All Forms of Abuse in Victorian Schools* hyperlinked at [https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5\_SchoolsGuide.](https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5_SchoolsGuide.pdf)pdf  For suspected student sexual offending, the school will:   * Follow the *Four Critical Actions for Schools on Responding to Student Sexual Offending* hyperlinked at <https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_SSO.pdf>. * Report the incident internally to ISOC by calling 1800 126 126.  If you require additional advice and support with managing the incident, ask to consult with the IMSU, available on the same phone number.   The Four Critical Actions is a summary of schools’ obligations which are outlined in greater detail in *Identifying and Responding to Student Sexual Offending* hyperlinked at <https://www.education.vic.gov.au/Documents/about/programs/health/protect/SSO_Policy.pdf>  In the event of an incident, disclosure, or suspicion of child abuse, the school will:   * Follow the *Four Critical Actions for Schools about Responding to Incidents, Disclosures and Suspicions of Child Abuse* hyperlinked at <https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_ChildAbuse.pdf> * Report the incident internally to the Incident Support  and Operations Centre (ISOC) by calling 1800 126 126.  If you require additional advice and support with managing the incident, ask to consult with the Incident Management and Support Unit (IMSU), available on the same phone number.   This is an abridged version of schools’ obligations which are outlined in more detail in *Identifying and Responding to All Forms of Abuse in Victorian Schools* hyperlinked at [https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5\_SchoolsGuide.](https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5_SchoolsGuide.pdf)pdf  For suspected student sexual offending, the school will:   * Follow the *Four Critical Actions for Schools on Responding to Student Sexual Offending* hyperlinked at <https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_SSO.pdf>. * Report the incident internally to ISOC by calling 1800 126 126.  If you require additional advice and support with managing the incident, ask to consult with the IMSU, available on the same phone number.   The Four Critical Actions is a summary of schools’ obligations which are outlined in greater detail in *Identifying and Responding to Student Sexual Offending* hyperlinked at [https://www.education.vic.gov.au/Documents/about/programs/health/protect/SSO\_Policy.](https://www.education.vic.gov.au/Documents/about/programs/health/protect/SSO_Policy.pdf)pdf |
| Information Security | * Contact your IT specialist technician for advice and support * If you require support from IMTD contact the Service Desk through one of the following mechanisms:   + Phone 1800 641 943   + Email servicedesk@edumail.vic.gov.au   + Submit an IT Service Request through the Service Gateway * If the incident involves sensitive and/or personal information that may identify an individual without their consent * Phone the privacy help desk on 8688 7967 * Email privacy@edumail.vic.gov.au * Consider notifying the Media Unit on 8688 7776 * If the information security breach is considered malicious contact local police * Offer impacted staff option to access EAP (as applicable) * Offer Student Support Services support to impacted students (as applicable) |
| Medical Emergency | If a medical emergency occurs on a school site or on a camp/excursion   * Call’ 000’ if immediate/life threatening * Administer first aid * Contact parent/guardian of affected student * Contact Incident Support and Operations Centre (ISOC) on 1800 126 126 * Record evidence (if applicable) * Keep other students away from the emergency/incident * Provide support for students who may have witnessed early stage of emergency     ***As appropriate insert any additional mitigation steps relevant to your facility that you have identified in your risk assessment.*** |
| Mental Stress | * If there is immediate and/or life threatening concern for an individual’s health or wellbeing contact ‘000’ * Administer first aid (if appropriate) – keep physically and emotionally safe * Report the incident to the Incident Support and Operations Centre on 1800 126 126 * Consider whether the following supports are appropriate:   + School’s student wellbeing officers   + Student Support Services   + Doctors in Secondary Schools   + Kids Helpline - 1800 55 1800   + Headspace in schools 0458 559 736   + Lifeline - 13 11 14   + Referral to the Navigator program for wrapround support for disengaged learners   + Suicide prevention resources from Beyond Blue and/or Headspace   + CAT Team – acute mental health triage   ***Insert any additional steps, including mitigation steps that you have identified in your risk assessment*** |
| Missing person - school or school camp/excursion | If student/child is missing and/or cannot be accounted for:   * Search the immediate area * Contact the parent/carer * Contact ‘000’ for police to report child missing   + Provide a description, time last seen and location * Report the incident to the Incident Support and Operations Centre on 1800 126 126   ***As appropriate insert any additional mitigation steps relevant to your facility that you have identified in your risk assessment.*** |
| Traumatic Death/Injury/Grief | If death or injury occurs on a school site (that impacts or risks impacting the health, safety and wellbeing of students or staff):   * Contact ‘000’ for police/ambulance attendance * Contact the Incident Support and Operations Centre (ISOC) on 1800 126 126 * Seek Student Support Services support * Refer to the *‘Managing Trauma’* guide to support, plan for, and lead an effective recovery including: * Develop a Communications Plan – check what information can be released:   + Notification (as appropriate) to school community – letter, newsletters, emails, phone calls, text messages or SMS alert   + Limit exposure to ongoing trauma, distressing sights, sounds and smells   + Continue to identify those most at risk and triage for support   + Consider tribute, memorial, ritual * Monitor the wellbeing of staff * Actively implement self-care strategies * If the incident occurs on school premises/camp/excursion   + Preserve the evidence   + Contact Region – i.e. Senior Education Improvement Leader, regional Manager, Operations and Emergency Management   + Contact Legal Division on 9637 3146   + Consider a Worksafe Notification 13 23 60   + Contact Communications Division/Media Unit on 8688 7776   ***Insert any additional steps, including mitigation steps that you have identified in your risk assessment*** |
| Violence, Aggression and/or harassment | Violence, aggression, harassment, on school site:   * Intervene only if safe to do so * Contact ‘000’ if immediate/life threatening and require police/ambulance attendance * Initiate action to confine or isolate the aggressor * Determine whether evacuation, lock-down or Shelter in Place is required. * Administer first aid if required and safe to do so * Contact parent/guardian of student(s) impacted * Report the incident to the Incident Support and Operations Centre (ISOC) on 1800 126 126 * Seek Student Support Services or School Wellbeing Officer support to develop a behaviour management plan * Record evidence (if applicable) * If multiple students involved and/or witness incident, isolate to preserve the integrity of the evidence until interviews etc can take place    If staff are directly impacted:   * Consider lodging an eduSafe report * Consider whether a report to WorkSafe is required * Contact Employee Assistance Program for support * Consider liaison with the Principal Early Intervention Program    If there is an allegation of reportable conduct:   * Notify the Employee Conduct Branch on 9637 2595 or employee.conduct@edumail.vic.gov.au and follow their advice   ***Insert any additional steps, including mitigation steps that you have identified in your risk assessment*** |
| PANDEMIC | Safety management Plan for Covid-19 |
| COVID-19 | Key steps to respond to suspected or confirmed COVID-19 cases are outlined in the [Safety Management Plan for COVID-19 (COVIDSafe Plan):](https://www.education.vic.gov.au/hrweb/Documents/OHS/COVID19SafetyManagementPlan.docx%20)   * For all suspected or confirmed cases of COVID-19 in schools, refer to the advice in the [Operations Guide](https://edugate.eduweb.vic.gov.au/sites/i/Pages/production.aspx" \l "/app/content/3336/) for **Managing a suspected or confirmed case of coronavirus (COVID-19)** * For suspected cases in staff, refer to the advice in the [Operations Guide](https://edugate.eduweb.vic.gov.au/sites/i/Pages/production.aspx" \l "/app/content/3336/) regarding **Required actions for suspected cases of coronavirus (COVID-19) in staff in schools** and **Required actions for multiple suspected cases of coronavirus (COVID-19) in staff in schools** * Also see the advice in the [Operations Guide](https://edugate.eduweb.vic.gov.au/sites/i/Pages/production.aspx" \l "/app/content/3336/) regarding **Management of an unwell student or staff member** * Principals are also to implement the actions outlined within the [action checklist for principals PDF](https://edugate.eduweb.vic.gov.au/sites/i/Shared%20Documents/Coronavirus/Return%20to%20school/Checklist_for_Principals.pdf) or in a [word accessible version](https://edugate.eduweb.vic.gov.au/sites/i/Shared%20Documents/Coronavirus/Return%20to%20school/Checklist_for_Principals.docx). |

Business Continuity

Business continuity planning is intended to minimise any safety, financial, educational, operational, reputational and/or other damaging consequences of a disruptive event.

* An inability to access your school site
* A loss of IT / telephone / data / power
* A loss of shortage of staff or skills

1. Arrangements to manage inability to access your school site

You may like to consider mutual support agreements with other schools/other local premises, virtual learning, scheduling offsite excursions

|  |  |
| --- | --- |
| Details of arrangements | If school site requires short term relocation we have potential to use both the Simpson & District Hall or the Football Club rooms temporarily. Longer term loss of site access will be to transport students to other neighbouring schools Cobden Primary School, Timboon P-12 School. |

|  |  |  |
| --- | --- | --- |
| Name | Contact Details | Support Role |
| Debra Smith | Simpson District Community Centre 03 55943 448 | Hall facility co-ordinator |

2. Arrangements to manage a loss of technology / telephony / data / power

You may like to consider backing up school data, use of paper based systems, flexible lesson plans, generators, emergency lighting

|  |  |
| --- | --- |
| Details of arrangements | Frequent shorter power outages are common and handled via change in technology requirements Paper copies of attendance and bus rolls are maintained Fire system has diesel motor and power back up Server has limited emergency power back up Water supply interruption is the second issue and we have some stored drink bottles. If known prolonged outage: hire of generator or may cancel school due to hygiene services lost such as water and toilet facilities Notify students and staff of time outage expected -toilet visits held off Advance planning includes school community notified to send along extra drinks |

|  |  |  |
| --- | --- | --- |
| Name | Contact Details | Support Role |
|  |  |  |

3. Arrangements to manage a loss or shortage of staff or skills

You may like to consider temporary staff arrangements, multi-skilling/cross training, alternate operational arrangements, suspending non critical activities and/or mutual support with other school(s)

|  |  |
| --- | --- |
| Details of arrangements | Use Teacher Replacement Policy to decide arrangements on case by case basis |

|  |  |  |
| --- | --- | --- |
| Name | Contact Details | Support Role |
|  |  |  |

Business Continuity Checklist

|  |  |
| --- | --- |
| Action | Actioned? |
| Activate the school’s Incident Management Team | No |
| Evaluate the impact of the incident for:   * School activities * Impact over time * Manageability * Staffing levels * Resources for recovery | No |
| Identify actions to mitigate impact, including:   * Suspension of non-critical activities * Mutual support arranged with other schools * Distance/virtual learning Use of different areas within site * Off-site activities * Back–up of key school data * Using paper based systems * Flexible lesson plans * Using generators, portable lighting | No |
| Produce an Action Plan for maintaining critical activities that includes:   * Priorities * Communications * Resource deployment * Allocation of specific roles * Monitoring * Reporting * Stakeholder engagement |  |
| Establish a register to log all decisions and actions | No |
| Establish a register to log all financial expenditure incurred | No |
| Secure resources for continuity/recovery including:   * Staffing * Premises * IT and equipment * Welfare |  |
| Deliver appropriate communications including to:   * Staff * Parents/Carers * School Council * School bus contractor/bus coordinating school (as appropriate) * Outside School Hours Care provider * Other users of site * Region * Suppliers * Local Shire/Municipality (as appropriate) | No |

Area Map

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| --- |
| **Area Map** |
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|  |
|  |

Evacuation Map

|  |  |
| --- | --- |
| **Building Name** | **Evacuation Procedures** |
| Colour version of evacuation map main Building | Close classroom windows, turn off heater, lights, computers if safe to do so. Instruct students to leave books, etc. to walk briskly in a calm, orderly manner to the instructed assembly site. Take your class roll with you. Once at Assembly Area, check all children and staff are accounted for and follow instructions of incident control person. Focus on safety and wellbeing of all students and staff. For bushfire drill students are to bring bags with them to Shelter in Place area |
|  | |

Distribution List

|  |  |  |  |
| --- | --- | --- | --- |
| Name | Position Title and Organisation Name | Communication Date | Email or Postal Address |
| Officer in Charge | Cobden Police | 01/09/2021 | Curdie ST, COBDEN |
| Amanda Neave | School Council President | 01/09/2021 | Cooriemungle Rd, SIMPSON |
| All School Councillors | School council member | 01/09/2021 | electronic version |
| All School Staff | All school Staff | 01/09/2021 | electronic version |
| Jane Bennett | Simpson Kindergarten | 01/09/2021 | Barramul St, Simpson |