



Start children off on the way they should go, and even when they are old they will not turn from it.”

Proverbs 22:6

EVACUATION, INVACUATION & LOCKDOWN POLICY

Adopted	Autumn Term 2026
Committee	Resources
Review Date	Autumn Term 2027
The scope of this policy is Forsbrook CE Primary School and Nursery OOSC	

We are a Christian school where quality and opportunities make a difference. We value all children as unique ‘Children of God’ and nurture each other to show **LOVE** in our relationships and a **RESPECT** for all. We foster **HOPE** within our community and encourage children to find **PEACE** by creating times and places for stillness and reflection. We strive for excellence, inspiring dreams both now and in the future. We promote **POSITIVITY**, celebrate **COURAGE**, demonstrate **RESPONSIBILITY** and share **JOY** through...

‘Learning, loving, laughing in the light of Jesus’.

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Statement of intent

The safety of pupils, staff members and visitors on the premises is paramount and **Forsbrook CE Primary School** 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 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
- Fire Evacuation Plan
- Personal Emergency Evacuation Plan (included in EHCP)
- Business Continuity 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 school.

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 **headteacher** is responsible for recording all evacuation procedures, including drills and practices. These are recorded by the office manager and are kept on the shared area.

3.6. The **headteacher/ senior leaders** are responsible for ensuring procedures are understood by all staff members.

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 **office staff/senior leaders/out-of-school club staff**.

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 or office staff**.

3.11. All staff members are responsible for maintaining an orderly manner and encouraging pupils to stay calm during emergency procedures.

3.12. The **office manager/caretaker** is responsible for ensuring that emergency exits are clearly signposted.

3.13. It is the responsibility of **school office staff** to provide the emergency services with copies of the site plan.

3.14. **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.

3.15. The **headteacher/office manager** 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 warning system will be 3 rings of the fire alarm system. This signal informs colleagues to prepare for an internal invacuation. The headteacher/senior leaders will then further instruct staff if a lockdown is necessary (See section 5).

- 4.3. The **headteacher/office manager** will sound the alarm as soon as a concern has been raised and as appropriate to each situation.
- 4.4. Staff members will keep in contact using mobile **phones** in order to inform each other of any problems experienced while carrying out the procedure, e.g. missing pupils.
- 4.5. Throughout the procedure, the **headteacher**, or another designated member of staff, will continuously keep other staff members updated, where possible, using **mobile phones**.
- 4.6. During an invacuation, pupils, staff members and visitors outside the school building will move quickly and quietly through the nearest entrance to the building.
- 4.7. 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.
- 4.8. When all personnel are inside, main entrances, external doors, and windows are to be securely locked.
- 4.09. All staff members should be aware that the only identified designated 'safe rooms' throughout the school building are classrooms and the staffroom. In Nursery, 'safe rooms' are identified as the baby room and the boys toilets located in pre-school.
- 4.10. Each **class** is guided towards their designated 'safe room' by their **classroom teacher** or staff member, ensuring that all pupils, staff members and visitors are accounted for.
- 4.11. When the invacuation procedure occurs during lunchtime or break time, all staff members will guide pupils towards the nearest designated 'safe room'.
- 4.12. Staff members will instruct pupils to stay away from 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 own classroom (if necessary) 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 a 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. The signal given for staff members to implement the lockdown procedure will be sent via a tannoy message which will inform staff of a partial or full lockdown. This message will say either 'code-red partial' or 'code-red full'.

5.8. **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.

5.9. Lines of communication between staff members will be kept open through the use of **mobile phones**; however, unnecessary calls to the school office will not be made as this could delay important communication.

5.10. 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.

5.11. In the event of the implantation of the lockdown procedure, pupils will be instructed to remain in their classroom, or will be guided to the nearest 'safe room'.

5.12. Staff members will ensure that the toilets, canteen and playgrounds are cleared of all pupils, staff members and visitors.

5.13. 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.

5.14. If staff members and pupils remain outside during the implementation of a full lockdown, they will find a safe place to hide away from danger.

5.15. Classroom teachers are responsible for the pupils within their classroom.

5.16. When all personnel and pupils are inside, doors and windows are to be securely locked, including fire doors and external doors.

5.17. **Classroom teachers** or **senior leaders** will conduct a register or headcount. Staff will notify the school office immediately of any pupils not accounted for via internal phone systems or **mobile phones**, and an immediate search will be instigated, where appropriate.

5.18. 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.

5.19. All pupils, staff members and visitors will be made aware of their nearest exit point in case a hostile intruder manages to gain access. All exit points will be the same exit routes as our fire evacuation procedure.

5.20. Pupils may be asked to hide or disperse if this will improve their safety.

5.21. Pupils are instructed to take cover under their tables where possible.

5.22. 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 senior member of staff.

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 electronical monitors
- 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

5.25. All personnel will remain inside until an 'all clear' signal has been given, either via, **mobile phones** or internal phone tannoy, or unless told to evacuate by the emergency services.

5.26. If someone is taken hostage on the premises, the school will seek to evacuate the rest of the site.

5.27. Parents/carers will be notified as soon as it is practicable to do so via the **text messaging service**.

5.28. Pupils will not be released to parents/carers during a lockdown.

5.29. If it is necessary to evacuate the building, **a continuous ring of the fire alarm will be sounded**.

5.30. In order to ensure the effective implementation of the lockdown procedure, SLT discussions will take place at least **once** a year and policy will be reviewed.

6. Evacuation procedure

- 6.1 Forsbrook Primary School & Nursery 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 the **office manager**.
- 6.6. Each teaching assistant within school 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 designated evacuation points for the different year groups are always the nearest door to the outside.
- 6.9. The signal for the evacuation procedure to be implemented is the **continuous sound of the fire alarm**.
- 6.10. 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.
- 6.11. Staff members will direct pupils to the nearest or safest exit.
- 6.12. It is staff members' responsibility to ensure that exits are never obstructed or blocked.
- 6.13. Staff members will ensure that there are no pupils left in the toilets, changing rooms, corridors or school hall, etc.
- 6.14. Pupils will walk in an orderly and quiet manner to the designated evacuation point.
- 6.15. Staff members will be aware of any pupils under their care who have a **Personal Emergency Evacuation Plan (PEEP)**.
- 6.16. When pupils are lined up in their year groups at their designated evacuation points a register and headcount will be taken.
- 6.17 Any missing pupil, staff member or visitor will be reported to the headteacher/office manager, detailing their name, the date/time and where they were last seen, and any other relevant information about the person.
- 6.18. Missing personnel and pupils will be immediately searched for if it is safe to do so.

6.19. 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.

6.20. The **school office staff** will call the emergency services as soon as the alarm is raised and they have safely exited the building.

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 service**.

6.23. 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 the school 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.

8. Fires

8.1. In the event of a fire, the school 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 **office manager/caretaker** to ensure that exits are clearly marked. The health and safety governor will review this on an annual basis during the health and safety/ buildings inspection.

8.5. The **headteacher/office 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 wardens**. These are the school teaching assistants who have undergone additional training.

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**.

9. Bomb threats

9.1. In the event of the school receiving a bomb threat, the **headteacher** will decide which procedure to use by taking into consideration which poses the least risk.

9.2 Staff will be informed via the internal telephone system with the secret word 'Code Blue'.

9.3. Unless other stated by the headteacher, in the case of a bomb threat, the school will invoke the evacuation procedure in order to ensure the welfare of pupils, staff members and visitors.

9.4 Once personnel and pupils have evacuated the building via the nearest exit that does not pose a threat (this will be guided by the headteacher) they should lead their pupils to St Peter's Church and take a register/head count.

9.5 Any missing pupil, staff member or visitor will be reported to the headteacher/office manager, detailing their name, the date/time and where they were last seen, and any other relevant information about the person.

9.6. Missing personnel and pupils will be immediately searched for if it is safe to do so.

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

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

9.9 For further information regarding bomb threat procedures please see **Bomb Threat Policy**.

10. Communication with Parents/carers

10.1. Arrangements and information regarding the **school's** invacuation, lockdown and evacuation procedures will be available for parents/carers to view on **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. The school 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.

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