



Emergency Management and Business Continuity Plan

Formulation date: 6th December 2021

Senior Team Responsibility: Business Manager

Governors' Reviewing Committee: Leadership and Management

Approved on: December 2021 (by SLT)

Next Review Date: November 2023

Associated Documentation: Lockdown Procedures, Security Threat Evacuation Procedure, Fire Evacuation Procedure

School Address	Bromstone Primary School Rumfields Road Broadstairs Kent CT10 2PW
School Contact Number	01843 867010 or "gate mobile" 07525 855486

Plan Administration	
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Version number	1
Date of issue	6 th December 2021
Electronic copies of this plan are available from	Business Manager or on school website https://www.bromstoneschool.com/
Hard copies of this plan are available from	Business Manager
Location of emergency grab bag(s)	Reception Entrance and Admin Offices
Date of next review	December 2023
Person responsible for review	Business Manager

Plan Distribution		
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Name	Role	Issue Date
Toni Moon/Alison Monroe	Heads of School	
Kurtis Bedford	Site Manager	
Nigel Avery	Business Manager	

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SECTION 1 – INTRODUCTION

1.1 Aims and Objectives

To provide a flexible response to an emergency or disruptive incident so that Bromstone Primary School can:

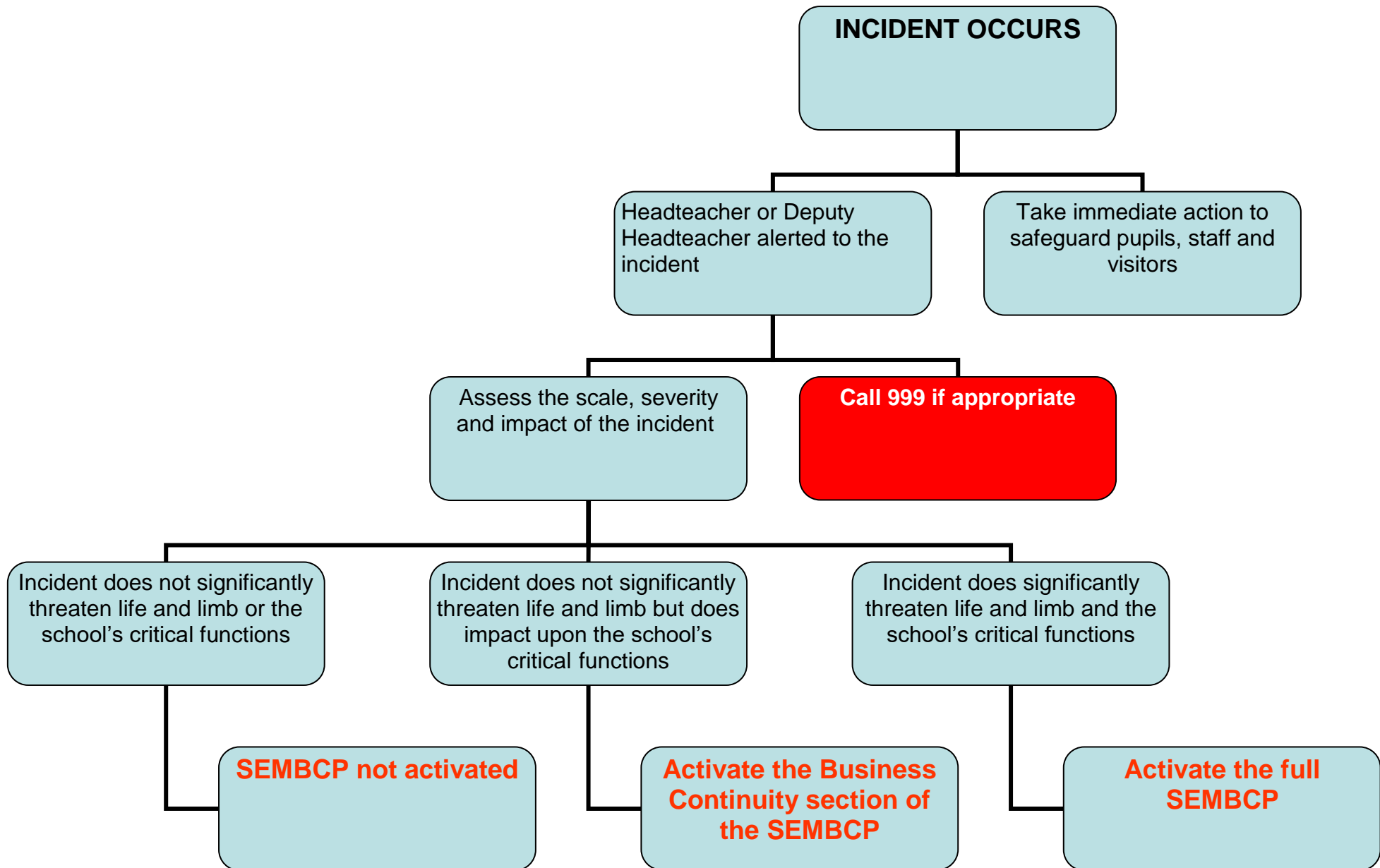
- minimise the impact of an emergency or major incident,
- ensure that the emergency incident is communicated quickly and clearly to supporting agencies and partners, enabling support arrangements to be rapidly activated,
- maintain high standards of welfare and duty of care arrangements for pupils, staff and carers,
- ensure that decision making and actions during the emergency situation are properly recorded,
- to minimise educational and administrative disruption within a school,
- to facilitate the return to normal working arrangements at the earliest time.

1.2 Scope of the Plan

This plan is designed to allow schools to cope in a wide range of emergencies, including those occurring:

- within the school during the school day,
- to the school outside of school hours,
- on school trips and journeys,
- to pupils on the way to or from school,
- from events immediately outside the school gates,
- from events that adversely affect an area wider than the school itself.

SECTION 2 – ACTIVATION TRIGGERS AND INITIAL ACTION



SECTION 3 – CONTACT DETAILS

3.1 School Emergency Management Team			
Name & Title	24hr Telephone Contact	Email	Address
Executive Headteacher James Williams	07733887186	jwilliams@bromstone.kent.sch.uk	
Heads of School Toni Moon	07939481736	tmoon@bromstone.kent.sch.uk	
Alison Monroe	07542389967	amonroe@bromstone.kent.sch.uk	
Business Manager Nigel Avery	07977423304	navery@bromstone.kent.sch.uk	
Site Manager Kurtis Bedford	07419766124	kbedford@bromstone.kent.sch.uk	
Chair of Governors Di Springett	07768984386	dspringett@st-mildreds.kent.sch.uk	
<i>Other</i>			

3.2 Local Authority			
Name & Title	24hr Telephone Contact	Email	Address
Area Education Officer – Marissa White	08458 247 247	Marisa.white@kent.gov.uk	
Duty Emergency Planning Officer	01622 221 321	emergency.planning@kent.gov.uk	County Emergency Centre, 4 th Floor, Invicta House, Maidstone.
Contact Centre	08458 247 247		

3.3 Stakeholders and Extended Services			
Name & Title	24hr Telephone Contact	Email	Address
Nursery Lead Anastasia Antoniou	07495289866	s77ssy@aol.com	

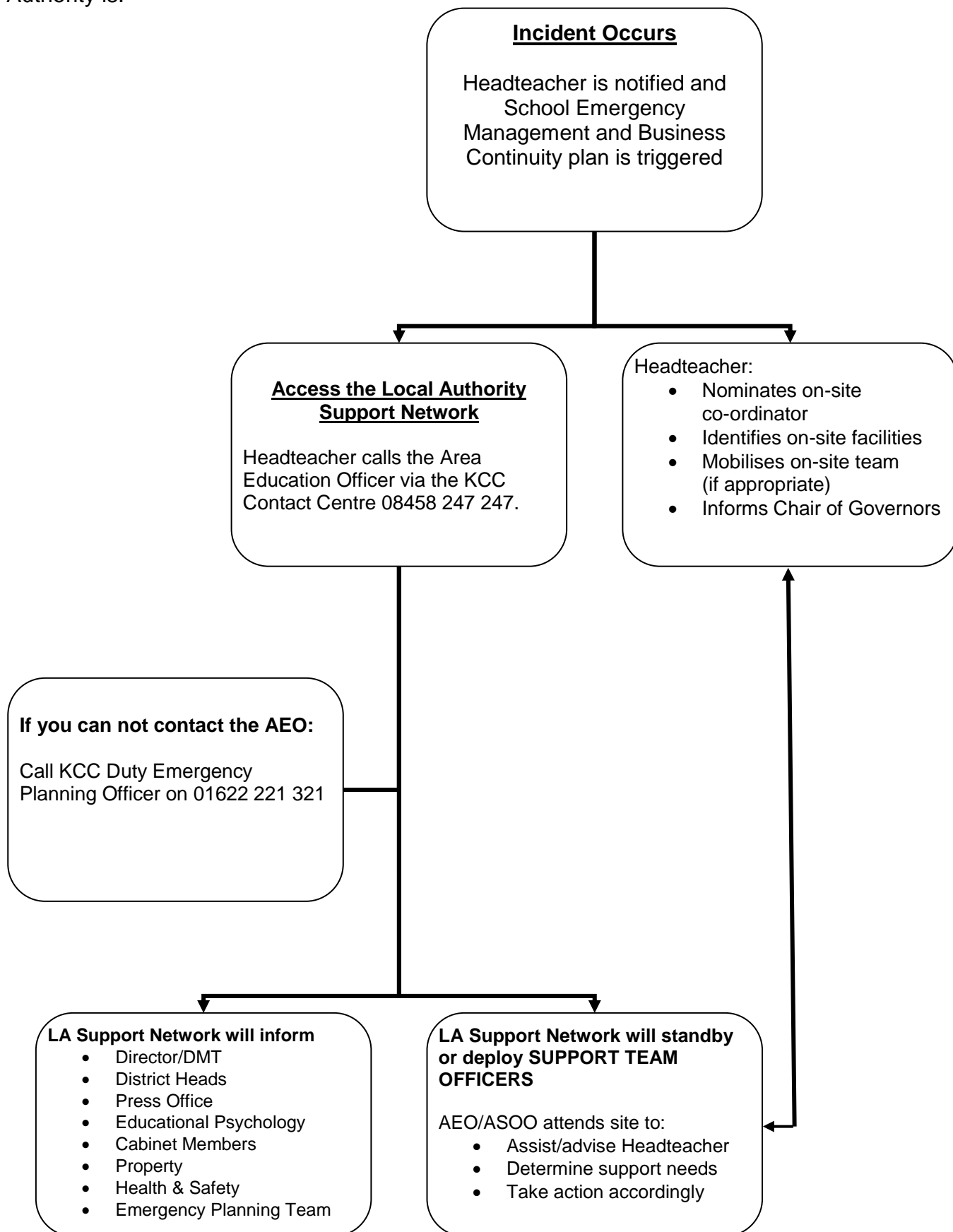
3.4 Other School Staff			
Name & Title	24hr Telephone Contact	Email	Address
Assistant Business Manager Clair Leach	07429519991	cleach@bromstone.kent.sch.uk	
Catering Manager Bev Tovell	07845148799	btovell@bromstone.kent.sch.uk	

3.5 Other Organisations

Name & Title	24hr Telephone Contact	Email	Address

SECTION 4 – LOCAL AUTHORITY SUPPORT NETWORK

In the event of a school related emergency the proposed arrangement with the Local Authority is:



SECTION 5 – ROLES AND RESPONSIBILITIES

The following checklist is provided to assist the School Emergency Management Team to carry out their roles and responsibilities once the SEMBCP has been activated. These checklists are a general guide, further actions may be required that are specific to the incident as it occurs.

4.1 Executive Headteacher

Action	Completed by	Time
Activate the School Emergency Management Team.		
Commence a log of all action and decisions (see Appendix 1).		
Ensure safety/welfare of pupils and all adults in the care of the school.		
Identify any vulnerable pupils or adults needing specific support.		
Activate the Local Authority Support Network.		
Decide whether to keep pupils in classrooms and safe areas or consider evacuation (see Appendix 3).		
Consider activating school closure arrangements.		
Ensure that the SEMT are effectively carrying out their designated roles and responsibilities.		
Ensure that the school emergency grab bag has been collected.		
Liaise with the emergency services.		
Keep staff informed of the situation.		
Ensure Chair of Governors is kept informed of the situation and the response arrangements.		
Prepare information and advice to parents.		
Call meetings of the SEMT as required and ensure that the SEMT and LA receive regular situation updates.		
Consider business continuity arrangements to assist the school in delivering critical functions to a minimum service level and making a speedy return to normal functions.		

4.2 Heads of School

Action	Completed by	Time
In the absence of the Headteacher adopt their roles and responsibilities.		
Ensure that all staff are aware that you are carrying out your designated roles and responsibilities as a member of the SEMT.		
Obtain as much information as possible from the Headteacher about the situation.		
Commence a log of all action and decisions.		
Lead arrangements to ensure safety/welfare of pupils and all adults in the care of the school.		
Lead and direct all school staff to support decisions taken by the Headteacher.		
Seek advice from the Headteacher on whether to keep pupils in classrooms and safe areas or consider evacuation.		
If directed by the Headteacher – make arrangements for the evacuation of the school to designated evacuation points or back up location.		
If directed by the Headteacher – make arrangements to activate closure arrangements.		
Keep staff informed.		
Assist the Headteacher in providing consistent advice/information to parents.		
Attend meetings of the SEMT as required, and ensure that you receive regular situation updates.		
Consider business continuity arrangements to assist the school in delivering critical functions to a minimum service level and making a speedy return to normal functions.		

4.3 Business Manager/Assistant Business Manager

Action	Completed by	Time
Obtain as much information as possible from the Headteacher and/or Deputy Headteacher about the situation.		
Commence a log of all actions and decisions.		
Ensure that all staff are aware that you are carrying out your designated roles and responsibilities as a member of the SEMT.		
Support the Headteacher and/or Deputy Headteacher in contacting all members of the SEMT and request they carry out their roles and responsibilities as described in the SEMBCP.		
Advise the Headteacher and/or Deputy Headteacher if any member of the SEMT is unavailable and cannot carry out their roles and responsibilities.		
Ensure copies of the SEMBCP are available for the SEMT.		
Ensure that pupil records and registers are available.		
Ensure that pupil medical records are available.		
Highlight to SEMT any pupils that may need specific support.		
Ensure that parental/carer records and contact numbers are available.		
Ensure that staff records and contact details are available.		
Ensure that the visitor and pupil signing in/out book is available.		
Lead the office staff in assisting the SEMT with information needs and the emergency response.		
Assist the Headteacher and/or Deputy Headteacher in providing consistent advice/information to parents.		
Where possible cancel any planned visitors to the school.		
Advise service providers of the interruption to the normal arrangement for provision of goods/services to the school (catering/transport etc).		
Attend meetings of the SEMT as required, and ensure that you receive regular situation updates.		
Consider business continuity arrangements to assist the school in delivering critical functions to a minimum service level and making a speedy return to normal functions.		

4.4 Site Manager/Caretaker

Action	Completed by	Time
Obtain as much information as possible from the office manager/secretary about the situation.		
Commence a log of all actions and decisions.		
Ensure that all staff are aware that you are carrying out your designated roles and responsibilities as a member of the SEMT.		
Ensure that emergency services are able to access the incident quickly and without obstruction.		
Ensure all building and gate keys are available.		
If required <ul style="list-style-type: none"> • Immobilise the gas supply, electricity or water supply (see Appendix 2). 		
If required assist with evacuation.		
Where possible assist with ensuring the security of the school site.		
Attend meetings of the SEMT as required, and ensure that you receive regular situation updates.		
Consider business continuity arrangements to assist the school in delivering critical functions to a minimum service level and making a speedy return to normal functions.		

4.5 Chair of Governors

Action	Completed by	Time
Ensure that all staff are aware that you are carrying out your designated roles and responsibilities as a member of the SEMT.		
Obtain as much information as possible from the Headteacher and/or Deputy Headteacher about the situation.		
Commence log of all actions and decisions.		
Assist the Headteacher and/or Deputy Headteacher in providing consistent advice/information to parents.		
Attend meetings of the SEMT as required, and ensure that you receive regular situation updates.		
Consider business continuity arrangements to assist the school in delivering critical functions to a minimum service level and making a speedy return to normal functions.		

SECTION 6 – BUSINESS CONTINUITY

6.1 Purpose of the Business Continuity Phase

The purpose of the business continuity phase of your response is to ensure that critical functions are resumed as quickly as possible and/or continue to be delivered during any disruption. This may involve activating one or more of your business continuity strategies to enable alternative ways of working. During an incident it is unlikely that you will have all of your resources available to you, it is therefore likely that some 'non critical' functions may need to be suspended at this time.

6.2 Critical Function Analysis and Recovery Resources

Function Details					Resource Requirements				
	Critical Function	MTPD	RTO	Minimum Service Level	Staff	Data/ Systems	Premises	Equipment	3 rd Party Dependencies
1	<i>Deliver a timetable of education for Year 7</i>	<i>7 days</i>	<i>1 day</i>	<i>1 member of qualified staff per ? pupils with key resources</i>	<i>1 member of staff qualified to ? standard per ? pupils</i>	<i>N/A</i>	<i>Heated room with access to water and toilet facilities</i>	<i>Tables / chairs / learning resources</i>	<i>N/A</i>
2	<i>Maintain Attendance Records</i>	<i>7 Days</i>	<i>1 day</i>	<i>Maintain paper records</i>	<i>1 trained member of staff</i>	<i>N/A</i>	<i>N/A</i>	<i>Paper record sheets</i>	<i>N/A</i>

6.2.1 Strategies for Continuity of Services

	Arrangements to manage a loss or shortage of Staff or skills	Further Information (e.g. Key contacts, details of arrangements, checklists)
a.	Use of temporary staff e.g. Supply Teachers, Office Staff etc.	Kent Teaching Solutions – 01622 804025 / Supply Desk 01227 450995
b.	Multi-skilling and cross-training to ensure staff are capable of undertaking different roles and responsibilities, this may involve identifying deputies, job shadowing, succession planning and handover periods for planned (already known) staff absence e.g. maternity leave.	
c.	Using different ways of working to allow for reduced workforce, this may include: <ul style="list-style-type: none"> • Larger class sizes. • Use of Teaching Assistants, Student Teachers, Learning Mentors etc. • Virtual Learning Environment opportunities. • Pre-prepared educational materials that allow for independent learning. • Team activities and sports to accommodate larger numbers of pupils at once. 	
d.	Using mutual support agreements with other Schools: emergency secondments.	St Mildred’s Primary Infant School 01843 862035
e.	Ensuring Staff management issues are considered i.e. managing attendance policies, job description flexibility and contractual requirements etc.	
f.	As a last resort, providing a child-minding (rather than educational) service using the above volunteers and remaining staff (to less impact on local and wider economy).	

	Arrangements to manage loss of technology / communication / data / power	Further Information (e.g. Key contacts, details of arrangements, checklists)
a.	Back-ups of key school data e.g. CD or Memory Stick back-ups, photocopies stored on and off site, mirrored servers etc.	
b.	Reverting to paper-based systems e.g. paper registers, whiteboards etc.	
c.	Flexible lesson plans.	
d.	Emergency generator e.g. Uninterruptible Power Supply (UPS).	
e.	Contact the utility company responsible or appropriate repair contractor.	UK Power Networks – 0800 3163105
f.	Emergency lighting.	
	Arrangements to manage denial of access to your premises or loss of utilities	Further Information (e.g. Key contacts, details of arrangements, checklists)
a.	Using mutual support agreements with other Schools.	St Mildred's Primary Infant School 01843 862035
b.	Pre-agreed arrangements with other premises in the community i.e. Libraries, Leisure Centres, Colleges, University premises.	
c.	Virtual Learning Environment opportunities.	Google Classrooms
d.	Localising the incident e.g. isolating the problem and utilising different sites or areas within the school premises portfolio.	
e.	Off-site activities e.g. swimming, physical activities, school trips.	
f.	Stagger lessons across break times and lunch to maximise use of available space, and extend the school day to expand the time available in classrooms.	

	Arrangements to mitigate the loss of key suppliers, third parties or partners	Further Information (e.g. Key contacts, details of arrangements, checklists)
a.	Pre-identified alternative suppliers.	
b.	Ensuring all external providers have business continuity plans in place as part of contract terms.	
c.	Insurance cover.	KCC Safehands 03000 41 65 39 or email insurance@kent.gov.uk
d.	Using mutual support agreements with other schools.	St Mildred's Primary Infant School 01843 862035

SECTION 7 – RECOVERY AND RESUMPTION

7.1 Purpose of the Recovery and Resumption Phase

The purpose of the recovery and resumption phase is to resume 'business as usual' working practises for the school as quickly as possible. Where the impact of the incident is prolonged, 'normal' operations may need to be delivered under new circumstances e.g. from a different location.

7.2 Recovery and Resumption Actions

	ACTION	FUTHER INFO/DETAILS	ACTIONED? (tick/cross as appropriate)
1.	Agree and plan the actions required to enable recovery and resumption of normal working practises.	Agreed actions will be detailed in an action plan and set against timescales with responsibility for completion clearly indicated.	<input type="checkbox"/>
2.	Respond to any ongoing and long term support needs of staff and pupils.	Depending on the nature of the incident, the School Emergency Management Team may need to consider the use of Counselling Services.	<input type="checkbox"/>
3.	Once recovery and resumption actions are complete, communicate the return to 'business as usual'.	Ensure all staff are aware that the SEMBCP is no longer in effect. This will be completed by website updates, whole school email and through Teachers 2 Parents.	<input type="checkbox"/>
4.	Carry out a 'debrief' of the incident with staff (and possibly with pupils). Complete a report to document opportunities for improvement and any lessons learnt.	The incident de-brief report should be reviewed by all members of the School Emergency Management Team to ensure key actions resulting from the incident are implemented within designated timescales. Governors may also have a role in monitoring progress in completing agreed actions to further develop the resilience of the school.	<input type="checkbox"/>
5.	Review this SEMBCP in light of lessons learnt from incident and the response to it.	Implement recommendations for improvement and update this Plan. Ensure any revised versions of the Plan are read by all members of the SEMT.	<input type="checkbox"/>

APPENDIX 1. SAMPLE LOG SHEET

Date	Time	Action	Initials

APPENDIX 2 - SITE INFORMATION

Utility Supplies	Location	Notes/instructions
Gas	Gas meter in shed behind staff room	
Water	Water isolation stop cock in pavement by Yr 6 Pysons Road gate	
Electricity	Electricity meter is in main school boiler room next to kitchen Room 2	
Heating	Heating boilers located in main school boiler room (Room 2) and room next door to ASC room and toilets (Room 56)	

Internal Hazards	Location	Notes/instructions
Asbestos	Various locations within main school, further details in Asbestos survey kept in Docubox in reception.	
Chemical Store (s)	Stored in blue container outside kitchen door and in new build plant room.	

Pre-designated areas	Location	Notes/instructions
SEMT briefing area	Meeting Room (Room 22)	
Media briefing area	Meeting Room (Room 22)	

APPENDIX 3 - EVACUATION

Signals	
Signal for fire evacuation	Continuous alternating electronic tone
Signal for bomb evacuation	Air horn
Signal for lock down	Intermittent alternating electronic tone
Signal for all-clear – fire evacuation	Given by fire panel controller to fire wardens by radio
Signal for all-clear – bomb evacuation	Given by emergency services via radio
Signal for all-clear – lock down	Given by internal tannoy system and telephone

Assembly points - fire evacuation	
Fire evacuation assembly point A	Main playground by Forest School
Fire evacuation assembly point B	Top of Year R outdoor area
Fire Evacuation alternative assembly point	In the event that point A and/or B are unavailable, assembly can take place at top of the field

Assembly points - bomb evacuation	
Bomb evacuation assembly point A	Vehicle access gate at top of field

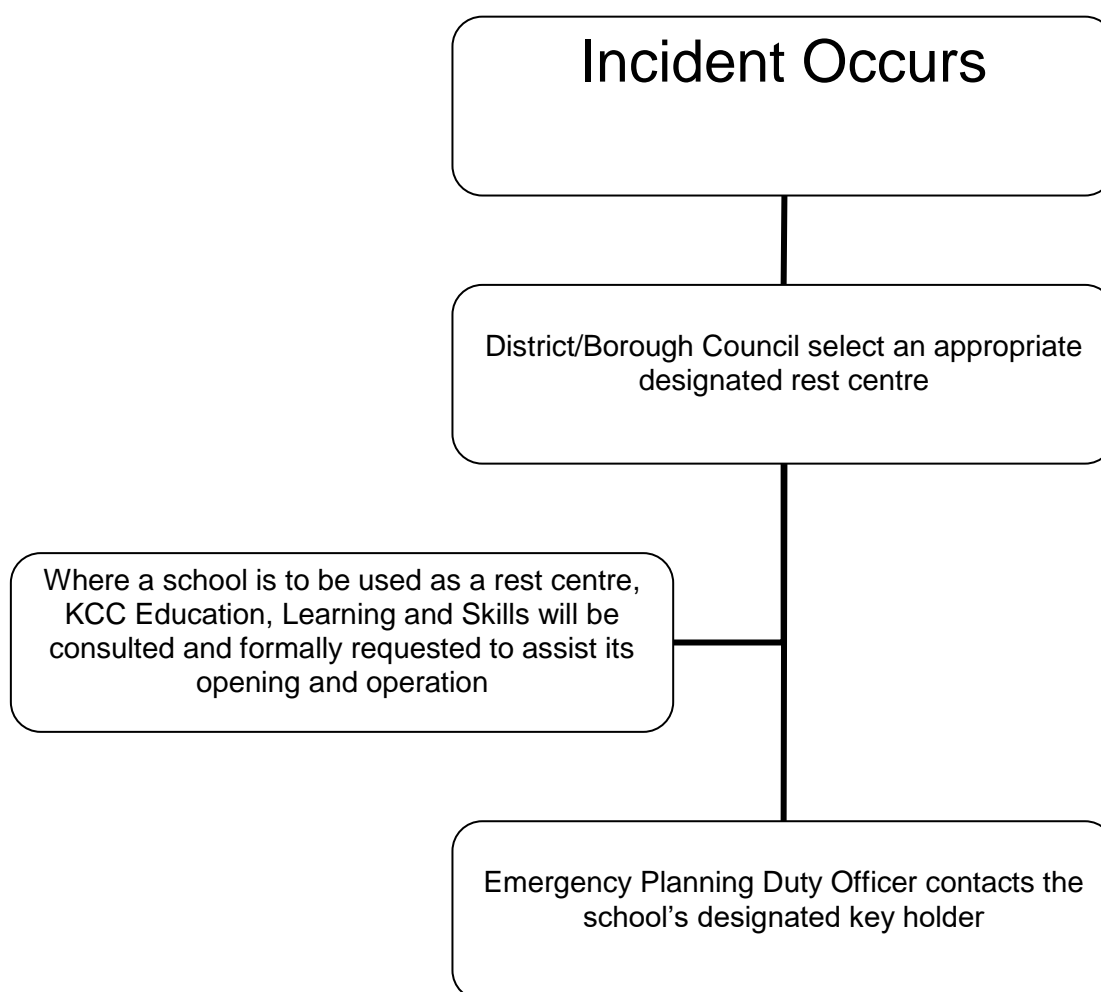
If the school has been evacuated and pupils are not able to return to school (or go home) it may be possible to relocate temporarily to another building (e.g. buddy school).

Pre-identified buddy school / place of safety / rest centre	
Name of premise	
Type of premise	
Contact name and details of key holder(s)	
Address	
Directions / map	
Est. travel time (walking, with pupils)	
Est. travel time (by coach, with pupils)	
Capacity (inc. sleeping)	
Facilities / resources	
Notes	

School Closure	www.kentclosures.co.uk
Email	headteacher@st-mildreds.kent.sch.uk
Password	Romilly16

APPENDIX 4 – REST CENTRE

Activation arrangements



Key Holders – Contact Details

Name & Title	24hr Telephone Contact	Email	Address
Executive Headteacher James Williams	07733887186	jwilliams@bromstone.kent.sch.uk	

Heads of School Toni Moon	07939481736	tmoon@bromstone.kent.sch.uk	
Business Manager Nigel Avery	07977423304	navery@bromstone.kent.sch.uk	
Site Manager Kurtis Bedford	07419766124	kbedford@bromstone.kent.sch.uk	