



Site Security Policy

At Gorse Hall Primary and Nursery School we strive to create and maintain a secure, safe and welcoming environment for all children, adults and visitors.

Our aims are:

1. To help make children and all those who work in the school feel safe and secure.
2. To focus strongly on personal awareness and responsibility.
3. To meet the latest recommendations of the DfE & local authority guidelines.
4. To identify and minimise risk as far as is practical and sensible.
5. To control access to and movement within the school and its grounds by people and vehicles.
6. To respond effectively and in good time to identified security issues.
7. To review our policy regularly.

This policy covers the following areas:

1. Site access, general building security, movement around and outside of the school.
2. Assault, injury, theft, burglary, criminal damage, vandalism, trespass and nuisance.
3. Offensive weapons.
4. Identify threats to the safety and well-being of the school community from those with criminal intent including drug dealers.
5. Visitors, contractors, helpers or other persons involved with the children.
6. Computer data security.

Definitions

1. An 'evacuation' is the orderly removal of pupil, staff members and visitors from the school building; this can be as a result of a fire or other incident within the building
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, eg. toxic fumes in the air, armed intrusion, chemical spillages. The aim of the invacuation procedure is to protect lives by keeping people inside away from perceived danger.
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.

Roles and Responsibilities Staff

should:

1. Support the Headteacher in implementing this policy.
2. Report any shortcomings to the Senior Leadership Team.

Headteacher

The Headteacher shall:

1. Implement the security policy and any action plan approved by the Governing Board.
2. Ensure staff members have a clear understanding of their particular responsibilities.
3. Take day to day operational decisions.
4. Consider particular risk situations (e.g. home visits, lone working) and complete relevant risk assessments.
5. Consult with local professionals as appropriate (e.g. police, road safety workers, etc.).
6. Provide appropriate information to pupils, parents and visitors.
7. Monitor and review security measures.
8. Review the policy and update the Governing Board as needed.

Governing Board

The Governing Board shall:

1. Review and approve the security policy and any action plan for the school.
2. Ensure arrangements exist for measures to be monitored and reviewed.
3. Determine expenditure priorities.

Pupils, Parents, Community Users and Visitors

Pupils, parents, community users and visitors will be:

1. Expected to respect the measures taken by the school to improve and ensure security.
2. Be encouraged to report ideas and problems to the staff or Governors or both.

Physical Measures

Gorse Hall Primary and Nursery School is split onto 2 sites.

The school has 4 entrances. The main entrance from Forester Drive gives pedestrian access to the main door into school. There is a side entrance which leads to the playground around the back of the school. There is vehicle access to the car park, and a pedestrian entrance to the Nursery.

The school uses the following physical security measures:

1. Sign-posted entry to ensure all visitors report to reception which is located at the front of the school.
2. All visitors are required to sign in and out with reception.
3. Identification badges for visitors and helpers.
4. All door and window locks comply with LA standards and are reviewed regularly.
5. No member of staff should admit an unknown person unless proof of identity has been obtained.
6. Outside normal hours the school has an electronic security alarm activated.

Security of the Building

1. An effective intruder alarm is in operation. This is always set when the school is not in use.
2. Security lights are on whilst the premises are occupied after dark.
3. It is the responsibility of the class teacher to make sure that their classroom is secure, windows closed and equipment switched off before leaving the premises.
4. The last key holder to leave the premises is responsible for securing the building if they leave after the site manager.

Alarm Call-outs

A company is employed as key holder and will attend the building in the event of an alarm activation. Their representative will wait in the outside car park until the Police arrive. If necessary, additional key holders will be contacted for support.

Car Parking and Vehicle Movement

The school has electronic gates to allow access to the grounds. As the school has separate pedestrian entrances, cars dropping off and collecting children are not allowed to enter or leave the staff car park at any time particularly when pupils are arriving at the beginning or end of the school day. Special arrangements can be made for disabled visitors. Parking is provided for staff and there is limited parking for visitors. The front entrance is supervised during the morning start to the school day and the children are supervised from the classroom doors in the afternoon. The side pedestrian gates are locked at 9.15a.m. until 3.00 p.m. each day. They are also locked as soon as possible after 3.30 p.m. or following after school clubs/events.

People Management

The school acknowledges the concerns of all parents for the welfare of their children and its duty of care to ensure their safety. Critical to this is the selection, monitoring and control of all adults who come into contact with the children. The Governing Board and the teaching staff take this aspect of

management of the school extremely seriously. The following rules apply to all individuals who come into contact with children:

1. All staff and Governors are fully vetted before joining the school team or Governing Board. This includes the taking up of references and checks with the Disclosure Barring Service (DBS) on criminal records for any offence.
2. A single central register of all staff, volunteers and contractors is kept.
3. All regular volunteers are provided with a pack which includes safeguarding, code of conduct, DBS information and other relevant forms and guidance. Volunteers are asked to sign that they have read and understood the information provided.
4. All visitors to school are obliged to wear identification badges. Children are instructed on what to do when they encounter an unidentified stranger.

Caretaker

It is the responsibility of the Caretaker to check daily and before he leaves each day, that:-

1. the security system is working properly
2. all the windows are closed and that shutters are down
3. the doors are locked and secure
4. the security alarm is set
5. all gates are shut

Headteacher

It is the responsibility of the Headteacher to ensure the performance of the above functions in the absence of the site manager or cleaner in charge.

In addition, the Headteacher or in their absence, a member of the Senior Leadership Team is responsible for the security of the premises during the school day.

Lone Working

Ideally staff should not work alone at school as there are risks involved, such as assault, accident or sudden illness. Indeed, staff should carefully consider if they really need to be on site at all outside of reasonable hours as it is important to preserve a 'work – life balance'.

Any member of staff wishing to work outside of normal school hours should try to ensure that at least one other colleague is also on site – ideally within 'hailing distance', or with both parties having mobile phones programmed with each other's numbers. If a member of staff arrives at school outside of normal school hours and finds another colleague is already in the building, they should let them know that they are on site. If a member of staff is about to leave the building, and just one or two other colleagues are remaining on site, they should let them know they are going.

However, if a member of staff chooses to work alone on site they should take these precautions:

1. Do not work at height on a ladder or steps.
2. Do not go into lofts or any other space in which you might become trapped.
3. Do not do any tasks involving hazardous tools or materials.
4. Avoid working outside of the main building.
5. Lock the doors and close the windows to prevent intruders.
6. Know the location of the nearest fire exit and how to open it in an emergency.
7. Know the location of the nearest first aid kit.
8. Carry a mobile phone.
9. Cars should be parked close to the entrance.

10. When leaving, limit the amount you are carrying to have one hand free.
11. Ensure someone knows where you are and when you intend to leave the school. Arrange to telephone them when you are leaving.
12. If you arrive at school and find any sign of intruders, do not enter the building. Instead, call the police.
13. If you become aware of intruders or vandals, do not challenge them. Instead, call the police.
14. Do not work alone if you know you have a medical condition that might cause you to become incapacitated or unconscious.
15. When working alone, do not attempt any tasks which have been identified as medium or high risk, or which common sense tells you are potentially hazardous given your own level of expertise and the nature of the task.

Pupil Supervision - Arrivals

Children should not arrive on site until 8:40 am unless they are attending a supervised activity or have permission to be in school before this time. The school doors are opened at 08.50a.m. If children arrive after this time they should report to the late door. If they arrive after 9.00am they should report to the school office.

Pupils arriving on time should enter school through the rear entrance and then go to their respective classrooms where they will be supervised by members of staff.

Supervision on School Grounds

1. During the school day all children are supervised when in the playground. This is by teachers and support staff at morning break and by midday assistants at lunchtime.
2. There should always be a member of the qualified teaching staff out with a class during games or outdoor PE.
3. At playtime and lunchtime, staff (whether teaching or non-teaching staff) should patrol the designated areas as indicated on the duty list. Staff should be vigilant at all times and should not stand talking together.

Leaving School at the End of the Day

The pedestrian gates are opened at 3.00 p.m. and parents are permitted to wait in the playground. All children are collected from the playground. They stay with their teachers, and are only allowed to leave when appropriate. Children are

1. not allowed to walk home by themselves unless individual arrangements have been made and are known to school.
2. collected by a known adult. School should be informed of any change to this arrangement.
3. If by 3.25 p.m., the adult who should be collecting a child has not arrived, the child will be asked to report to the school office, where a member of the office staff will telephone to see what the delay might be. The child remains in the reception area until an adult arrives to collect them.
4. Parents must inform the school by telephoning the school office or by informing the teacher in the morning in person, if they wish their child to be collected by another person.

Leaving School during the Day

No child is allowed out of school during the day for an appointment unless a known adult arrives to collect them from the school office. The departure and return of the pupil is logged by office staff.

Trespass and Nuisance

In the first instance, members of the Senior Leadership Team should consider the level of risk and may approach an unauthorised member of the public. If pupils are outside, it might be necessary for the 'Coming In/Evacuation' procedure to be followed.

However in any case where such measures fail to resolve the situation, recourse to the law will be considered. This extends to unlawful presence on site, individuals creating a nuisance or disturbance, verbal abuse of pupils or staff as well as violence to any individual. Any such situation will be contained as appropriate at the time but as this is a criminal offence the school will always refer to the police.

Serious Incidents or Threats

In the event of any serious incident staff should:

1. Stay calm.
2. Minimise the risk to themselves, children and others.
3. Seek help as soon as possible (for example, referral via internal phone).

The general policy is:

- a. The welfare, security and protection of the children, staff and visitors will take precedence over any other action required to contain the situation.
- b. The headteacher or other senior member of staff must be informed. This person will then decide what action to take, which may involve contacting parents or the police.

After any such event, a detailed report will be prepared by a nominated individual for presentation to the Governing Board. If required an emergency meeting will be held by the governing board to review, make recommendations and take appropriate action. Statutory bodies such as the Police, local authority, etc. will be informed and consulted as required.

The school will seek to follow best practice guidelines in its response and handling of threats and incidents.

Offensive Weapons

The Headteacher has discretion to determine what an offensive weapon is or what may cause harm if worn or brought into school, and to ban it. Any appeal against the headteacher's decision will be considered by the governing board. Any weapons confiscated will be handed to the Police.

Bomb Threats

School could receive a bomb threat in several ways:

Via telephone:

All members of staff who answer school telephones will be made aware of the bomb threat procedures over the telephone. All relevant members of staff will receive a Bomb Threat Checklist, along with a Caller Details Checklist.

When a threatening telephone call is received, the member of staff will gather as much information as possible and remain calm. Once the telephone call has ended, the headteacher will be notified.

The member of staff who answered the telephone will complete the Caller Details Checklist at the earliest opportunity.

The police will be notified at the earliest opportunity. The headteacher will then liaise with the police to determine the best course of action. The headteacher will provide the police with a written record of the call. If the threat specified a particular time, the evacuation procedures will be followed. This will only be done if the headteacher believes there is enough time for an evacuation to be carried out safely. Otherwise the headteacher will await instruction from the police. After the threat has been received and recorded, the Headteacher, along with the person who received the call, will ring 999 and provide the police with the information.

Once the decision to evacuate has been taken, the alarm will be used to alert all members of staff. Staff and pupils will relocate to the fire assembly points.

Once a decision for lockdown or evacuation has been made, the emergency procedures, outlined in the Lockdown Policy and Evacuation Policy will be followed.

Suspicious packages or envelopes – if a package or envelope is deemed suspicious, the following steps will be taken:

The police will be called immediately and the item will not be opened or handled. The item will be left clear of other objects, so that it can be clearly identified by the emergency services. If possible, all the windows in the room will be opened. The item will not be put in water or a confined space. The immediate area will be evacuated and sealed off. Once members of staff have reached a safe area, a written record will be made of all the individuals who handled the item. This record will be made available to the emergency services

Written bomb threats

If a written bomb threat is received the Headteacher will be immediately notified swiftly followed by the police. The letter will be handed to the police and should be handled as little as possible. A record will be made of the date and time the letter was received.

Bombs threats via email

If a threat is received via email, the message will be saved, in order for it to be investigated by the police. The headteacher will be notified as soon as a threat is received. The police will be notified at the earliest opportunity.

Theft and Burglary

Schools are not immune from burglary or from theft of belongings, monies or personal items. The school takes an active stance on this with items of high value being “security marked”. Banking of cash is undertaken several times each week to ensure that large sums are not left on the school premises and that insurance limits are not exceeded. Valuables left on school premises are stored securely.

The school actively encourages personal security awareness. Pupils and staff are discouraged from bringing in items of value. Any incident of theft is investigated. Mobile phones should not be brought into school by pupils, but if prior agreement is given, the phones will be handed in each morning to the school office and will be stored safely for collection at the end of the day. The school will not take responsibility for loss or damage to phones.

Curriculum Activities

Children will be made aware of security issues at the appropriate level through a series of school based activities. They will be:

1. Encouraged to be security conscious e.g. never open external doors to adults other than staff.
2. Encouraged not to approach any adult they don't know but to tell a safe adult.
3. Taught how to take care of themselves and others – Stranger Danger.

The school takes advantage of any opportunity to heighten children's awareness. Children will be listened to and their fears and concerns respected.

Security of Equipment

All items of equipment in the school are the property of the school and as such must be kept well maintained and secure at all times. Teachers are permitted to take their class laptops out of the building but they are required to sign a form accepting responsibility for it. If a member of staff wishes to borrow other pieces of equipment full details must be recorded on the correct form. If an item is damaged whilst it is in the possession of a member of staff, repairs will be undertaken by school; however, staff will be recharged for the cost of repair if the damage is due to negligence. All equipment of significant value is recorded on an inventory.

Computer Data Security

It is important that computer data used in administration is secured, as far as is practical and reasonable from accidental or malicious damage or loss.

To this end:

1. Computers used in the school will be equipped with up-to-date anti-virus software.
2. Frequent backups will be taken of important data, to minimise the time needed to return to normal. This is encrypted and stored in Cloud storages which conform to EU legislation.
3. The school makes every child aware and regularly reminds them about our 'Rules for Responsible Internet Use'.

Emergency Lockdown Procedure

There may be a times when the emergency lockdown procedure needs to be activated. The following incidents are examples of situations that would trigger the procedure:

- A reported incident, disturbance in the local community
- An intruder on site
- A warning being received regarding a local risk of air pollution (smoke plume, gas cloud etc) -
A major fire in the vicinity
- The close proximity of a dangerous dog

Any member of staff made aware of any possible threat should alert the headteacher or deputy headteacher via the school office. An assessment will then be made of the potential threat falling into the two categories listed below:

Code Red: Tannoy Announcement from office for staff and pupils to remain in classrooms with doors and windows shut. Children under tables until further notice. Nursery children to hide in Nursery.

Code Amber: Tannoy Announcement all staff and pupils to assemble in the hall. Nursery children to stay in Nursery where possible.

The following procedure will then be implemented:

If the threat is outside the building staff and pupils are located on the playground or field they will be asked to enter the school and assemble in the appropriate area depending upon the category of threat. Doors are to be closed and locked behind them.

1. Children should be sent inside through the safest route possible. Playground staff should ensure all doors are locked or closed behind them as they enter school.
2. Class registers will be taken and staff and visitors accounted for.
3. Any remaining doors must be locked where possible or closed. If a class has blinds/shutters these should be released.
4. Office staff will alert all senior staff who will conduct an emergency risk assessment as to the danger of approaching the person or the degree/nature of the threat.
5. The relevant emergency services will be called by the office staff by dialling 999. The local authority will be also be notified. At no time should the children be allowed to leave the hall or classrooms without an adult being present.
6. Once a risk assessment has been undertaken, and the level of risk ascertained, children and staff may be allowed to return to their classrooms if assembled in the hall.
7. All pupils, staff members and visitors will be made aware of their nearest exit point in case a hostile intruder manages to gain access
8. Pupils may be asked to hide or disperse if this will improve their safety, or they may be instructed to take cover under their tables where possible
9. Parents will be contacted in a sensible and supportive manner by the text messaging service. Children will only be released from school if their parents, or a nominated representative, are there to collect them.
10. The school will update the local authority with developments.
11. Following an incident staff and children, via their parents, will be advised of the support offered by the local authority if they are affected in any way by the event.
12. Evacuation drills will be held 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
13. 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
14. 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
15. Staff members will be aware of any pupils under their care who have a Personal Emergency Evacuation Plan (PEEP)

Documents to be read in conjunction:

Health and Safety Policy

Risk Assessments