



# **Rosehill Junior School**

## Evacuation, Invacuation & Lockdown Policy

Emergency Planning Guidance

January 2026

Z Norris



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## **Statement of Intent**

The safety of pupils, staff members and visitors on the premises is paramount and Rosehill Junior 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 at Rosehill Junior School 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

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

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'

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

- Health and Safety Policy
- Lockdown Procedure
- Fire Evacuation Plan
- Personal Emergency Evacuation Plan



## 2. Definitions

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.

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.

**'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

- Staff members will act in accordance with the school's Invacuation, Lockdown and Evacuation Policy at all times.
- It is the headteacher's responsibility to ensure effective and rehearsed emergency procedures are in place at Rosehill Junior School.
- The headteacher is responsible for ensuring that all staff members are aware of the policy and have a copy to access.
- It is the responsibility of the headteacher to ensure that new staff members are trained in implementing all of the emergency procedures.
- The headteacher is responsible for recording all evacuation procedures, including drills and practices, in the Evacuation Record Log (appendix A).
- Senior Leadership Team are responsible for ensuring procedures are understood by all staff members.



- 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.
- The responsibility of informing the relevant external services, such as the police, in the event of an emergency is delegated to the School Business Manager/Receptionist.
- All staff members are responsible for ensuring pupils, fellow staff members and visitors remain as safe as possible whilst on the school premises.
- 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.
- Staff members will inform the headteacher or school office of any pupils missing from the classroom when the alarm is raised.
- All staff members are responsible for maintaining an orderly manner and encouraging pupils to stay calm during emergency procedures.
- The site supervisor is responsible for ensuring that emergency exits are clearly signposted.
- It is the responsibility of school office staff to provide the emergency services with copies of the site plan.
- 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.
- The school office staff will continuously monitor the situation and keep both the emergency services and fellow colleagues up-to-date.



## 4. Invacuation Procedure

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.

The headteacher will sound the alarm as soon as a concern has been raised.

Staff members will keep in contact using staff WhatsApp messaging or mobile phones in order to inform each other of any problems experienced while carrying out the procedure, e.g., missing pupils.

Throughout the procedure, the headteacher, or another designated member of staff, will continuously keep other staff members updated, where possible.

During an invacuation, pupils, staff members and visitors outside the school building will move quickly and quietly through the nearest entrance to the building.

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.

When all personnel are inside, doors and windows are to be securely locked.

Main entrances into the school site will be locked if necessary.

Prior to the procedure, the Headteacher will identify designated 'safe rooms' throughout the school building, which all staff members will be made aware of.

Each class is guided towards their designated 'safe room' by their classroom teacher or Teaching Assistant/HLTA, ensuring that all pupils, staff members and visitors are accounted for.

When the invacuation procedure occurs during lunchtime, or a lesson change over, all staff members will guide pupils towards the nearest designated 'safe room'.



Staff members will instruct pupils to stay away from the windows and doors.

Where necessary, pupils will be informed to lie or sit on the floor.

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.

When the evacuation procedure has finished, pupils will return to their timetabled classroom where a register will be taken.

Throughout the evacuation procedure, the school office will keep in contact with the emergency services, ensuring the procedure is being implemented correctly.

Following an occurrence necessitating the evacuation 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**

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.

The headteacher will ensure that all staff members understand when and how this procedure will be implemented.

Depending on the circumstances, either a partial lockdown or full lockdown procedure will be implemented.

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.

The partial lockdown procedure is a precautionary measure but puts the school in a state of readiness should the situation escalate. It will be used in the event of, but not limited to, the following:

- A local risk of air pollution
- A civil disturbance in the local community with the potential to pose a risk to the school

The full lockdown procedure will be used in the event of, but not limited to, the following:

- An intruder on the school site
- The close proximity of a dangerous dog, or other animal, roaming loose

The staff WhatsApp messaging or mobile phones will be used to make staff members aware of the incident that has occurred and inform them of the type of lockdown procedure which is to be implemented.

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

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.

In the event of Rawmarsh Rosehill School implementing the lockdown procedure, pupils will be instructed to remain in their classroom, or will be guided to the nearest room.

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



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.

If staff members and pupils remain outside during the implementation of a full lockdown, they will hide in the designated safe area, nearest area that is safest furthest away from the threat, until the emergency services have arrived.

Classroom teachers are responsible for the pupils within their classroom.

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

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

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.

All pupils, staff members and visitors will be made aware of their nearest exit point in case a hostile intruder manages to gain access.

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

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

In the event of a partial lockdown, movement may be permitted within the building, dependent upon the circumstances, but this will be supervised by a staff member.

In the event of an air pollution issue, air vents will be closed, where possible, as an additional precaution.

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.
- Turning off all lights and electronic monitors expressing light
- Instructing all pupils to either sit on the floor, under a table or against a wall
- Ensuring all people are kept out of sight and away from windows or doors.

All personnel will remain inside until an 'all clear' signal has been given, either via the WhatsApp messaging, mobile phones or by the SLT, or unless told to evacuate by the emergency services.

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

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

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

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

In order to ensure the effective implementation of the lockdown procedure, a lockdown drill will be undertaken at least once a year.



## 6. Evacuation Procedure

Rawmarsh Rosehill School 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.

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.

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.

New staff members are advised of evacuation procedures as part of their induction training.

The headteacher will ensure that all staff members are aware of the designated evacuation points.

The signal for the evacuation procedure to be implemented is the continuous sound of the fire alarm.

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.

Staff members will direct pupils to the nearest or safest exit.

It is staff members' responsibility to ensure that exits are never obstructed or blocked.

Staff members will ensure that there are no pupils left in the toilets, changing rooms, corridors or school hall, etc.

Pupils will walk in an orderly and quiet manner to the designated evacuation point. (Top MUGGA and line up in classes)

Staff members will be aware of any pupils under their care who have an Individual Healthcare Plan.



When pupils are lined up in their year groups at their designated evacuation points a register and headcount will be taken.

Any missing pupil, staff member or visitor will be reported to the Headteacher, detailing their name, the date/time and where they were last seen, and any other relevant information about the person, e.g., any medical conditions.

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

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.

The Receptionist will call the emergency services as soon as the alarm is raised and they have safely exited the building.

If required, parents/carers will be contacted in order to collect their children. This will be done using the school's text messaging server.

All evacuations will be recorded using the Evacuation Record Log.

## **7. Personal Emergency Evacuation Plan (PEEP)**

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.

The purpose of a PEEP is to enable Rawmarsh Rosehill School to implement effective arrangements to ensure that everyone can evacuate the building in an emergency, should one arise.

These plans ensure that no one is discriminated against, or treated less favourably, in the event of an emergency.

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.

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.

A PEEP will be reviewed on an annual basis in order to ensure that the most up-to-date information is available.

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.

The individual, for whom the plan is for, will be consulted at each review, alongside any specified staff members.

PEEPs will be set out in the format demonstrated in.

## **8. Fires**

In the event of a fire, Rawmarsh Rosehill Junior School will invoke the evacuation procedure.

Under no circumstances will entrances to the school and emergency exits be blocked or obstructed.

Emergency lighting will be installed and appropriately used where necessary.

It is the responsibility of the site supervisor to ensure that exits are clearly marked.

The site supervisor is responsible for ensuring every room is equipped with the necessary fire safety equipment.

All staff members will act as 'fire wardens' in the event of a fire.

The Headteacher will take the role of designated fire warden. This individual will undergo extra training and will take a lead role in the



evacuation of the building.

If an evacuation procedure, or similar, is implemented due to the risk of a fire, these events will be recorded in the Evacuation Record Log & Fire book at reception.

## **9. Bomb Threats**

In the event of Rosehill Junior School or a nearby area receiving a bomb threat, the Headteacher will decide which procedure to use by taking into consideration which poses the least risk.

Rosehill Junior School will act in accordance with the Bomb Threat Policy in order to ensure the welfare of pupils, staff members and visitors.

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

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

## **10. Communication with Parents/Carers**

Arrangements and information regarding Rawmarsh Rosehill Junior School's invacuation, lockdown and evacuation procedures will be routinely shared with parents/carers either via the ClassDojo system.

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.

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.

Rosehill Junior School will contact parents/carers when it is safe for them to collect their child.



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**

This policy will be reviewed on an annual basis, or sooner, if statutory guidance is released before the review date, which is January 2027. The review will be conducted by the Headteacher in collaboration with the Governing Body.

### **Signed by:**

Headteacher: \_\_\_\_\_ Date: \_\_\_\_\_

Chair of Governors: \_\_\_\_\_ Date: \_\_\_\_\_



## Appendix 1: Staff Guidance

### The Pupil Procedure (The Sequence Shared with Children):

This clear, simple sequence is designed for quick, quiet compliance:

1. **The Session Bell will ring 10 times – THIS IS THE ALARM.**
2. **STOP** what you are doing straight away.
3. **GET DOWN** under your table or move to the designated safe place your teacher has identified.
4. **SIT QUIETLY** and do not make a sound.
5. Your teacher will **TURN OFF THE LIGHTS.**
6. **STAY** under your table and try to keep perfectly still.
7. **WAIT:** Your Teacher will tell you when it's safe to come out.

### The Staff Procedure (Lockdown Response):

Action	Details
<b>Alarm Initiation</b>	The first adult aware of the threat will sound the lockdown alarm by <b>ringing the session bell 10 times</b> or instructing another staff member to do so immediately.
<b>Emergency Call</b>	The individual who initiated the alarm (or a delegated member of staff) must <b>call emergency services immediately</b> if there is a risk of harm or direct action is required.
<b>General Staff</b>	Any other adults around school must immediately get to the <b>nearest classroom</b> and remain inside.
<b>Reception Staff</b>	<b>Crucially:</b> Whoever is on Reception at the time the alarm sounds must immediately go across to the <b>Sports Hall</b> , inform the staff and pupils there of the lockdown, and <b>remain in the Sports Hall with them</b> until the all-clear is given.
<b>Office/ Staffroom Staff</b>	DSL (or anyone working in a separate office/staffroom space) should follow the lockdown procedures within their <b>own space</b> (lights off, locked door, out of sight). School Business Manager, stay in your office; otherwise, follow the general staff procedure.
<b>Specific Staff</b>	Any staff on their own - join the nearest staff member/room.



<b>Mobile Phones</b>	Try to have your mobile phone with you if it is easy to hand, but ensure it is <b>switched to silent. Do not use phones</b> unless communicating an emergency.
<b>All-Clear</b>	<b>Do not come</b> out until a <b>Senior Member of Staff or a member of the Emergency Services</b> has personally told you it is safe to do so.

### **Staff in Class**

- Ensure the class is away from windows and under tables
- All doors & windows are shut. If possible - doors blocked by a desk.
- Blinds closed and lights off.
- Remain in place until being informed that they can move.

### **Possible Scenarios**

- If outside doing PE - take the children into the sports hall immediately.
- If on PPA - go to the nearest classroom.
- If Phonics is happening - stay in those classrooms.
- If in the conference room - go to Y5M
- If in the hall - go to the nearest classroom.
- If a child is at the toilet - Y3P staff to ensure children go to their classroom.

### **Lockdown Practice**

- Site Supervisor/School Business Manager - to sound the alarm- then lockdown in nearest room.
- Headteacher - lock front gates and return to school and lockdown.



## Sports Hall Procedure

The Sports Hall is an isolated entity. The key steps are:

1. **Alarm Notification:** A Reception staff member will notify you when the alarm sounds.
2. **Internal Lockdown:** You should immediately secure the entry points to the Sports Hall and gather the children into the **Girls Changing Room** (the designated safe space).
3. **Evacuation (Threat Present):** If a threat has already entered the Sports Hall, you must **evacuate quickly and safely** using the most appropriate exit point to the main building. Raise the alarm as you do to the nearest staff member who will sound the bell 10 times. Return to your classroom (if possible) for the full lockdown.