

# Fountain Gate Secondary College

## Critical Incident Policy



FOUNTAIN GATE  
SECONDARY COLLEGE

### 1. Purpose and Scope

Emergencies and critical incidents in the workplace can affect people physically and psychologically and affect program continuity of Fountain Gate Secondary College.

The purpose of this policy is to ensure Fountain Gate Secondary College prepares for and effectively responds to emergency situations and critical incidents through the appropriate use of resources. The prevention and effective management of emergency situations and critical incidents can assist to minimise the negative impact of an unexpected event.

This policy applies to all staff, visitors, volunteers, and students.

### 2. Definitions

An emergency is an unplanned or imminent event that affects or threatens the health, safety or welfare of people, property and infrastructure, and which requires a significant and coordinated response. The defining characteristic of an emergency event or situation is that usual resources are overwhelmed or have the potential to be overwhelmed.

Emergencies may be a specific event with a clear beginning, end and recovery process, or a situation that develops over time and where the implications are gradual rather than immediate.

Emergency management is the coordination of an emergency response and management of recovery. The aim of emergency management is to minimise physical and psychological impacts on all parties and to minimise damage to assets, operations, reputation and staff productivity.

A critical incident is an unexpected traumatic event, involving personal or professional threat, which evokes extreme stress, fear or injury. Providing appropriate supports following a critical incident is part of emergency management.

A traumatic event is one in which a person experiences, witnesses or is confronted by experiences that involve actual, threatened or perceived death or serious injury and/ or threat to own or others physical and emotional integrity. The person's response may then include intense fear, feelings of helplessness and horror, which impact on their sense of 'self'.

Complex trauma refers to a condition resulting from multiple exposures to one or more traumas. When repeatedly exposed to traumatic stress, disruptions can occur in brain structure and function, central and autonomic nervous system arousal, endocrinological and immunological function. These biological disruptions interact with psychological, emotional, cognitive and spiritual processes.

Critical Incident Debriefing (CID) is a preventative health measure to minimise the impact of traumatic events and the development of major psychological health problems such as Post Traumatic Stress (PTS) Disorder.

### 3. Principles

Emergency management planning is being prepared for events or incidents that stretch our ability to cope beyond normal day-to-day capacity. The organisation is committed to the protection of consumers, staff, volunteers, Board members, students and visitors during emergencies.

Fountain Gate Secondary College swiftly and effectively responds to emergency situations, with the foremost goals of preserving life, protecting the organisation's property, and restoring operations as quickly as possible.

Critical incidents can be a threatening experience and appropriate supports are required to minimise long term effects arising from exposure to the trauma.

#### 4. Outcomes

Emergency situations are prevented as far as practical.

The negative impacts of emergency situations and critical incidents are minimised through effective management.

#### 5. Functions and Delegations

Position	Delegation/ Task										
<b>School Council</b>	Develop and Review Emergency and Critical incident policy. Compliance with Emergency and Critical Incident Policy										
<b>Management</b>	<p>Compliance with Emergency and Critical Incident Policy.</p> <p><b>School Principal:</b> Ensures development and implementation of Emergency and Critical Incident Policy.</p> <p>Ensures potential disaster and emergency situations are identified, and appropriate emergency management plans are in place.</p> <p><b>The Assistant Principal:</b> Lead responsibility for implementation of emergency and critical incident procedures, including identification of potential situations, developing, documenting and communicating response plans, reporting on actual situations, and reviewing policy and procedures following a disaster or emergency situation.</p> <p>Coordinate staff training in emergency and critical incident, such as fire response, building evacuation, etc.</p>										
<b>Staff</b>	<p>Compliance with Emergency and Critical Incident Policy.</p> <p>Contribute to the development of Emergency and Critical Incident Policy.</p> <table border="1" data-bbox="660 1917 1391 2089"> <tbody> <tr> <td data-bbox="660 1917 1161 1953">Text Messages</td> <td data-bbox="1161 1917 1391 1953">Kerrie M</td> </tr> <tr> <td data-bbox="660 1953 1161 1989">Parent Contact Folder</td> <td data-bbox="1161 1953 1391 1989">Sal M</td> </tr> <tr> <td data-bbox="660 1989 1161 2024">ES sign in Register</td> <td data-bbox="1161 1989 1391 2024">Sal M</td> </tr> <tr> <td data-bbox="660 2024 1161 2060">Emergency Management Folder</td> <td data-bbox="1161 2024 1391 2060">Sal M</td> </tr> <tr> <td data-bbox="660 2060 1161 2089">Home Group Rolls</td> <td data-bbox="1161 2060 1391 2089">Doreen</td> </tr> </tbody> </table>	Text Messages	Kerrie M	Parent Contact Folder	Sal M	ES sign in Register	Sal M	Emergency Management Folder	Sal M	Home Group Rolls	Doreen
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Home Group Rolls	Doreen										

	First Aid Kits	Louise H
	Anaphylaxis Kit	Louise H
	Emergency Student Medical Folder	Louise H
	Student Sign Out, Ipad	Tessa
	Travellers Register	Tessa
	Pre-Service Teachers Register	Tessa
	Night Switch Phones	Tessa
	Cones, Megaphone, Umbrellas	Lisa, Karen, Carl
	Work Mobile	Pauline
	Teacher Sign our Register	Pauline
	Teacher Absence Register	Pauline

## 6. Risk Management

All School Council members, staff and volunteers are trained in disaster and emergency response procedures at induction by the Assistant Principal.

Emergency evacuation drills are undertaken in all sites **twice a year** under the instruction of the Assistant Principal

Disaster and emergency management plans are reviewed annually and/or following the event of a disaster or emergency situation.

As far as possible, traumatic events are prevented, and the impacts of trauma are minimised following traumatic events.

## 7. Policy Implementation

All staff have access to and are familiar with policies and procedures relating to disaster emergency management.

All staff have information which outlines actions to follow for various disaster and emergency situations, and are supported to undertake training for specific roles in emergency and critical incident.

## 8. Policy Detail

Fountain Gate Secondary College identifies, prevents and manages disaster and emergency situations within its sphere of responsibility and influence, until the arrival of appropriate emergency services.

A range of emergency situations may occur on the premises with the potential to impact on the safety of staff, visitors, volunteers, students, visitors and others, including:

- fire
- gas or water leak
- vehicle and other accidents
- chemical, radiation or biological spill

- bushfire
- storm
- bomb threat
- civil disorder or illegal occupancy
- hostage or terrorist situation
- death
- robbery
- physical (including sexual) assaults.

### **8.1 Risk Assessment**

Fountain Gate Secondary College uses risk assessment processes to identify and control barriers to effective emergency management.

Staff, visitors, students, volunteers and others are expected to behave in a way which minimises the risk of emergencies occurring.

### **8.2 Preparedness**

The Emergency Situation Checklist supports the organisation to prepare for potential disaster and emergency situations and is reviewed on yearly basis. Disaster and emergency management plans are reviewed yearly basis.

All staff, visitors, students and volunteers are provided with training to ensure they are familiar with implementation of disaster and emergency management plans.

All staff, visitors, students and volunteers familiarise themselves with emergency evacuation procedures, including their responsibilities and the emergency evacuation assembly point.

All fire safety activities undertaken by the organisation are recorded and reviewed to identify gaps in training, knowledge, equipment or processes. Fire activities include, but are not limited to, fire safety training, drills and exercises, records of maintenance and inventories of equipment kept.

Where relevant, all staff, students and volunteers familiarise themselves with techniques to minimise physical and emotional harm from other people.

### **8.3 Response**

When a disaster or emergency situation arises, the primary aim of the response is to ensure the safety of all people on the premises, preserve life and protect property.

Fountain Gate Secondary College initiates recovery and aims to restore operations as quickly as possible.

The availability of critical incident debriefing is an essential component of the organisation's approach to emergency management.

When required, supportive counselling is provided to visitors, staff, volunteers, students and school council members who are affected by an emergency or critical incident within two hours of the event (for defusing and mobilisation) and then within 48 to 72 hours (for critical incident debriefing).

## **9. Emergency and Critical Incident Procedures**

Staff, visitors, volunteers, students and others who experience a critical incident related to their involvement with FGSC should immediately inform where possible the Assistant Principal. If this is not possible they should immediately inform the student manager responsible for their year level.

A Critical Incident Report: - is to be completed by the staff member involved in the incident or notification of the incident. - is to contain as much information as possible and indicate the people directly involved in the incident.

The staff member who receives the report will ensure that the person(s) identified in the critical incident receives all appropriate support. They are to contact emergency services where required and must contact the Assistant Principal immediately.

The Assistant Principal in conjunction with the Principal will assess the Critical Incident and implement a plan of action to follow up the Critical Incident.

Where required, a meeting will be organised to determine issues and responsibilities relating to:

- Assessing risks and response actions
- Liaison with emergency and other services
- Contact with the affected person's relatives and other supports
- Liaison with other organisations
- Counselling and supporting staff, board members, volunteers, students and consumers not directly involved in, but affected by, the incident.
- Media management (if required)
- Where appropriate Fountain Gate Secondary College may be required to provide support to the family in the form of:
  - hiring interpreters
  - making arrangements for hospital/funeral/memorial service/repatriation
  - obtaining a death certificate
  - assisting with personal items and affairs including insurance issues

Fountain Gate Secondary College will conduct a review of actions arising from the above meeting to ensure:

- Follow up such as de-briefing, counselling and prevention strategies have been completed.
- Relevant people have been informed of all outcomes from the incident
- A recommendation as to the response to the critical incident is documented and included in the quality improvement cycle

- Further follow up required is documented and responsibilities allocated to appropriate staff.

### **9.1 Critical Incident Debriefing (CID)**

Critical Incident Debriefing (CID) will occur within 48 - 72 hours after the incident.

Debriefing may include individual and group counselling, where the aim is to:

- Decrease feelings of isolation
- Provide people affected by the incident with a facilitated session to assist them to normalise their thoughts and feelings. Groups assist people to explore their differing perspectives of the incident and share their similar thoughts and feelings.

There will usually be an initial counselling session, followed up with one or more debriefing sessions.

Initial counselling will occur as soon as possible after the incident, preferably immediately or within a few hours. Depending on the type or severity of the critical incident, initial defusing may include:

- A short factual statement about what is known about the incident, the possible effects on those involved, what is being done for them and what is going to happen in the future, eg.; planned debriefing sessions.
- Information on acute stress response (what is happening to people now) and how people can care for themselves. See Information Handout – Traumatic Events
- An arrangement for a structured debriefing session within 48-72 hours. - The provision of different levels of service for those differently affected
- Referrals to various resources including counsellors

Fountain Gate Secondary College will maintain confidentiality to ensure that:

- Only a record of when and where a debriefing took place will be kept; and
- No information will be released without the agreement of the individual or group.

### **9.2 Evacuation**

In the event of an alert to evacuate - either verbal, automatic alarm or manual alarm – and the threat is not immediate, all consumers, staff, Board members, students, volunteers and visitors:

- Proceed along designated routes to the designated assembly area(s)
- Ensure assistance is provided to people with disabilities and/or special needs - [insert position] to collect visitor sign-in and staff attendance registers and direct people to assembly point
- Check attendance at assembly area against the attendance registers.
- Remain at the assembly area until advised by the [insert position] and/or emergency personnel that it is safe to return to premises.

In the event of an alert to evacuate - either verbal, automatic alarm or manual alarm – and the threat is immediate, all consumers, staff, Board members, students, volunteers and visitors:

- Proceed along designated routes to the designated assembly area(s)
- Ensure assistance is provided to people with disabilities and/or special needs
- Administration office staff will collect visitor sign-in and staff attendance registers and direct people to the assembly point.
- Administration office staff (Doreen) to check attendance at assembly area against the attendance registers.
- Remain at the assembly area until advised by the Principal class personnel and/or emergency personnel that it is safe to return to premises.

Additional guidelines for threat of fire In the event of a fire threat and if it is safe to do so, close all doors and windows and turn off power supply before leaving the premises.

Additional guidelines for bomb threat In the event of a bomb threat and the threat is not immediate, open all doors and windows before leaving the premises.

### **9.3 Fire**

In the event of a fire:

- Trigger the fire alarm
- Contact fire emergency services.
- Alert the nominated fire warden and/or a senior staff member
- Evacuate people from the immediate area of the fire behind a rated fire door or outside the building
- Fight the fire with existing equipment if safe to do so

### **9.4 Bomb Threat**

In the event of a bomb threat via phone call:

- Remain calm
- Record as much information as possible from the caller using questions and observations including:
  - What type of bomb is it?
  - How will it go off?
  - What does it look like?
  - When it set to go off?
  - Where is it?
  - When was it put there?
  - Who put it there?
  - Why was it put there?
  - Will it explode or will something be released?
  - If a substance is released, what is it? How much is there? How will it be released?

- Observations about the caller: gender, age, accent?
- Any background noise?
  - Contact police who can assist in determining if evacuation is required
  - If instructed, evacuate consumers, staff, Board members, students, volunteers and visitors as for the above evacuation procedures
  - Notify CEO/Manager and/or other senior staff

In the event of a letter bomb (threat via postal mail):

- Do not disturb, move or touch the package if possible
- Contact police who can assist in determining if evacuation is required - If instructed, evacuate consumers, staff, Board members, students, volunteers and visitors as for the above evacuation procedures
- Notify Principal/Assistant Principals / Regional Office and or other senior staff

### **9.5 Suspicious Mail**

In the event of a suspicious item of postal mail arriving to the premises:

- Do not disturb, move or touch the package if possible
- If you have touched the article wash your hands if it is possible, within the work area
- Contact police who can assist in determining if evacuation is required
- Inform others present of what has occurred and advise them to stay in their work area
- Prevent others from entering the work area
- Do not attempt to clean up spilt material or brush it off your clothing
- If instructed, evacuate staff, students, volunteers and visitors as for the above evacuation procedures
- Notify Principal/Assistant Principals / Regional Office and or other senior staff

### **9.6 Hold-up**

In the event of a hold-up situation:

- Assume the offender is armed and that any firearms are loaded
- Comply with instructions given by the offender, doing no more or less than what you are told to do, and answer all questions asked
- Do not attempt to disarm or apprehend the offender
- Take mental notes of details about the offender and any items that are touched by the offender
- If it is safe to do so, raise the alarm by [insert method of raising alarm, eg duress button].



Immediately after the incident:

- Lock access doors to secure the area and prevent people from approaching
- Notify the police immediately
- Notify Principal/Assistant Principals, Regional Office and other senior staff
- Attend to the post-incident needs of the, staff, volunteers, students and visitors affected by the incident.

## **9.7 Flood**

In the event of a flood:

- Do not enter the flood waters
- Eliminate potential electrical hazards
- Place high value equipment and records away from impending floodwaters if it is safe to do so
- Stay in a safe location while it continues to offer protection
- Evacuate consumers, staff, Board members, students, volunteers and visitors as for the above evacuation procedures.
- Contact and liaise with emergency services if required
- Notify CEO/Manager and/or other senior staff.

## **10. Emergency Contact Numbers**

### **Organisation Phone / Address**

Police 000

Local Police

Fire Brigade 000

Ambulance 000

Local Hospital

State Emergency Centre

Drug Rehabilitation Counselling

National Association of Loss & Grief

Centrelink

CEO

## 11. References + Resources

### 11.1 Internal

Critical Incident report Form  
Emergency Situation Checklist  
Work Health and Safety Policy  
Risk Management Policy

### 11.2 External

#### Legislation

Work Health and Safety Act 2011 (Commonwealth)  
Model Work Health and Safety Regulations 2017 (Cth)  
Workers Compensation Act 1958 (VIC)  
Workplace Injury Management and Workers Compensation Act 2013 (VIC)  
Workers Compensation Regulation 2013 (VIC)

#### Resources

WorkCover NSW 2004, The Community Services Safety Pack: A Guide to Occupational Health & Safety. Gosford, NSW.

WorkCover Authority of NSW website: [www.workcover.nsw.gov.au](http://www.workcover.nsw.gov.au)

This policy is based on the NADA Disaster and Emergency Management Policy.  
[http://www.nada.org.au/index.php?option=com\\_content&task=view&id=236&Itemid](http://www.nada.org.au/index.php?option=com_content&task=view&id=236&Itemid)

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**Kerrie**

**Text Messages**

**Sal**

Parent Contact Folder,  
ES Sign in Register,  
Emergency Management Folder

**Doreen**

Home Group Rolls

**Louise**

First Aid Kits,

Anaphylaxis Kit,  
Emergency Student Medical Folder

**Tessa**

Student Sign Out, Ipad  
Travellers Register,  
Pre Service Teachers Register,  
Night Switch Phones

**Lisa, Karen, Carl**

Cones, Megaphone, Umbrellas

**Pauline**

Work Mobile,  
Teacher sign out Register,  
Teacher Absence Register

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