

The Lake Primary School

Emergency and Critical Incident Management Plan 2022-2023



225 Seventeenth Street, Cabarita, VIC, 3505
03 5023 3468 / the.lake.ps@education.vic.gov.au

Department of Education and Training

Date Approved: 16/08/2022

Purpose

The purpose of this Emergency and Critical Incident Management Plan (EMP) is to provide a detailed plan of how this school campus will prepare and respond to emergencies and critical incidents that may impact on student and/or staff health, safety and well-being and/or school operations.

Context

Schools have the authority to activate their EMPs when an event warrants a response. Schools should know how to access multiple information sources including the VicEmergency app, <https://www.emergency.vic.gov.au>, emergency services and/or the Department of Education and Training.

All principals and key school staff should download the VicEmergency app on their phone with a watch zone around their school to receive alerts and information regarding hazards and incidents in their vicinity.

Should the principal or school be made aware of an emergency in the local area, the principal or nominated person will consult the following sources for information:

1. Call '000' for life-threatening or time critical emergencies.
2. Contact the Incident Support and Operations Centre (ISOC) on 1800 126 126.
3. Seek support from your region/regional Manager, Operations and Emergency Management or Emergency Management Support Officer if required.
4. Check the VicEmergency app or www.emergency.vic.gov.au for up to date information on warnings and incidents.
5. Contact your Senior Education Improvement Leader.
6. Check the Department of Education and Training web site for incident updates.

Facility Profile

School Name/Campus Name	The Lake Primary School
Address	225 Seventeenth Street, Cabarita, VIC, 3505
Phone	03 5023 3468
Email	the.lake.ps@education.vic.gov.au
Fax	0
DET Region	NORTH-WESTERN VICTORIA
DET Area	Mallee Area
LGA	Mildura (RC)
BOM/Fire District	Mallee District
Is your school on Bushfire At- Risk Register?	No
Bushfire At-Risk Register Category	
Operating Hours	8.30am to 4.30pm
Number of Students	294
Number of Staff	27
Number of Buildings	7
Is the School a designated Neighborhood Safer Place?	No
Shelter-In-Place Location	nil
On-site Evacuation Location	Oval
Off-site Evacuation Location	Back Oval

Typical method used for communications to school community	School Newsletter, Compass, Facebook
Is this school has other services or users of the site?	Yes

Other Services/Users of Site

Service/User Name	Location	Number of Student or Visitor	Emergency Contact	Phone	Mobile
Stepping Stones After School Care	Multipurpose Room	up to 45	3.15 - 6.00pm Monday to Friday	(03) 64253499	1300665699

Building Information Summary

Telephones (landlines)

Location	Number
225 Seventeenth Street, Cabarita	03 50233468

Alarms

Description	Location	Monitoring Company	Number
Fire	Administration Office	Clinton 0431 919 962	Administration Office
Intrusion	Administration Office	Clinton 0431 919 962	Administration Office
Other			

Utilities

Description	Location	Service Provider	Location of shutoff Instructions
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Gas / Propane	Front of school/Near main exit in carpark	Elgas	
Water	on Front Fence near climbing wall in playground	Lower Murray Water	
Electricity	Main Switchboard in photocopier room	Powercor	

Sprinkler System

Control Valve Location	Back of Classroom # 94 (for ovals), inside classroom # 9 (for front of school)
Shutoff Instructions Location	Back of Classroom # 94 (for ovals), inside classroom # 9 (for front of school)

Boiler Room

Location	n/a
Access	

Emergency Power System

Type	n/a
Location	
Provides power to	
Shutoff Instructions Location	

Building and Site Hazards

Location	Number
Cleaners Cupboard	in main Admin building (between first aid and toilets)
Science Room	Classroom # 98

Gas Tank	in main carpark facing front of school
Gardeners Shed	Shed at rear of main carpark
Gas bottles (additional to main tank)	rear of MPR

Additional Profile Information

Additional Info	

Drill Schedule

School Term	Drill Type	Contact Person	Schedule Date	Actual Date
Term 3, 2022	Lockdown	Shaun McInerney	30/08/2022	30/08/2022
Term 4, 2022	Onsite Drill	Shaun McInerney	14/06/2022	14/06/2022
Term 1, 2023	Off Site Drill	Shaun McInerney	22/03/2022	22/03/2022
Term 2, 2023	On Site Drill	Shaun McInerney	14/06/2022	14/06/2022

First Aid Training

Staff Member	Training Completed	Date Qualified To
McNair, Georgia	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Bacon, Robyn	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Walsh, Jacquelyn	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Roelofs, Sallie	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Hamence, Toni	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Humphrey, Mia	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Bell, John	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Donaldson, Kate	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Goddard, Jodie	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Burke, Jaimi	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Hunt, Kristie	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
McInerney, Shaun	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
McLean, Jack	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Rogerson, Kerryn	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Rowe, Monica	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Taylor, Erin	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Ljubic, Claire	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Leah Crane	Level 2, CPR, Asthma, Anaphalaxis	14/06/2024
Kate Barnes	Level 2, CPR, Asthma, Anaphalaxis	28/07/2024
Vickie O'Toole	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Rebecca Barnes	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Ally Burke	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Steven Gale	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Mel Wall	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024

Tamara Witte	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024
Bernadette Warburton	Level 2, CPR, Asthma, Anaphalaxis	03/06/2024

Other Training Record

Staff Member	Training Type	Date
Bernadette Warburton	Emergency Management Training	09/08/2022

Students or Staff with Additional Needs

To ensure adherence to the provisions of the Information Privacy Act 2000 you should not record personal details here.

Add summary of those with additional needs or medical conditions below, without including personal details.

Category	Number of Staff	Number of Students
Anaphaxis children	0	8
Asthma children	0	40
Allergy to Penicillin	0	1
Celiac Disease	0	1
No Blood Transfusions	0	5
Cyst on the Brain	0	1
Epilepsy	0	2
Kidney Issues	0	2
Leukaemia	0	2
Diabetes	0	1
Fainting	0	1
Kidney	0	1
Lactose/Gluten Free	0	3
Vision impaired	0	1
Hearing impaired	0	2
Migrane	0	1
Nephrotic Syndrome	0	1
Syncope	0	1
Bee Allergy	0	4

Emergency Kit Checklist

Checklist	Yes / No
Student data and parent contact information (contained in EMP)	Yes
Student and staff with additional needs list (contained in EMP) including any student medications	Yes
Staff contact information	Yes
Student Release Forms/sign out book	Yes
List of staff on the IMT	Yes
Traffic/emergency safety vests and tabards	Yes
Facility keys	Yes
Standard portable First Aid Kit. Refer to First Aid Kits Contents Checklist	Yes
A charged mobile phone and charger/s	Yes
Whistle	Yes
Megaphone	Yes
Copy of facility site plan and EMP including evacuation routes	Yes
Water	Yes
Sunscreen and spare sunhats	Yes
Plastic garbage bags and ties	Yes
Toiletry supplies	Yes
Sanitary products	Yes

Review Emergency kit checked date

Date emergency kit checked	29/07/2022
Next check date	01/08/2023

Incident Management Team

IMT Structure

Incident Management Team Structure

**Main
Team**

Chief Warden (in charge)
Principal
Bernadette Warburton
0407233468

Planning Officer
Assistant Principal
Shaun McInerney
0499 160 777

Operations/First Aid:
Admin
Sallie Roelofs
0417 011 185

Communications Officer
Business Manager
Robyn Bacon
0419 332157

Logistics
Teacher
Georgia McNair
0458 058 229

**Back-up
team**

Chief Warden:
Lead Teacher
Kerryn Rogerson
0438 211 132

Planning Officer
Lead Teacher
Jackie Walsh
0459 910 947

Operations/First Aid:
Teacher Aide
Toni Hamence
0400 236 826

Communications Officer
Teacher
Erin Taylor
0418 529 414

Logistics
Teacher
John Bell
0418 558 228



Roles	Primary Contact	Secondary Contact
Chief Warden/Education Commander	Name: Bernadette Warburton	Name: Kerryn Rogerson

	Phone/Mobile: 0407 233468	Phone/Mobile: 0438 211 132
Planning Officer	Name: Shaun McInerney Phone/Mobile: 0499 160 777	Name: Jackie Walsh Phone/Mobile: 0459 910 947
Operations Officer (Area Warden)	Name: Sallie Roelofs Phone/Mobile: 0417 011 185	Name: Toni Hamence Phone/Mobile: 0400 236 826
Communications Officer	Name: Robyn Bacon Phone/Mobile: 0419 332157	Name: Erin Taylor Phone/Mobile: 0418 529 414
Logistics Officer (Warden)	Name: Georgia McNair Phone/Mobile: 0458 058 229	Name: John Bell Phone/Mobile: 0418 558 228
First Aid Officer	Name: Sallie Roelofs Phone/Mobile: 0417 011185	Name: Tracy Kerridge Phone/Mobile: 0438 821173

Incident Management Team Roles & Responsibilities

Core Procedures	Procedure Instructions
<p>Chief Warden/Education Commander</p>	<p>Pre-Emergency</p> <ul style="list-style-type: none"> • Maintain current contact details of IMT members. • Conduct regular exercises/drills. • Ensure students/staff with special needs list and staff trained in first aid list are up to date. • Ensure our emergency response procedures are kept up-to-date. • Ensure staff on the IMT are aware of their responsibilities. <p>During Emergency</p> <ul style="list-style-type: none"> • Attend the emergency control point. • Ascertain the nature and scope of the emergency. • Ensure that the emergency services have been notified. • Ensure the appropriate response has been actioned. • Convene our IMT as required. • Initiate evacuation of affected areas/lock-down/lock-out/shelter-in-place as required. • Brief the incoming emergency services and respond to their requests. • Report the emergency to the Security Services Unit on 9589 6266. <p>Post- Emergency</p> <ul style="list-style-type: none"> • When the incident is rendered safe or the emergency services returns control, notify the IMT members to have staff and students return to normal operations. • Organise debrief with the IMT and, where appropriate, with any attending emergency Service. • Compile a report for the IMT and region and notify Security Services Unit (24 hour, 7 days) and the region.
<p>Planning Officer</p>	<p>Pre-Emergency</p> <ul style="list-style-type: none"> • Assist the Chief Warden. • Identify resources required. • Participate in emergency exercises/drills. <p>During Emergency</p> <ul style="list-style-type: none"> • Attend the emergency control point. • Ascertain the nature and scope of the emergency. • Report any changes in the situation to the Chief Warden. • Act as directed by the Chief Warden. • Plan for contingencies. <p>Post- Emergency</p> <ul style="list-style-type: none"> • Collect and evaluate information relating to the emergency. • Identify recovery needs and develop a recovery plan (if required).
<p>Operations Officer (Area Warden)</p>	<p>Pre-Emergency</p> <ul style="list-style-type: none"> • Regularly check and report on deficiencies of emergency equipment and kits. • Coordinate Safety practices (e.g. clear egress paths, access to first attack equipment e.g. fire extinguishers and disposal of rubbish) by wardens throughout their areas. • Participate in emergency exercises/drills. <p>During Emergency</p>

	<p>On hearing alarm or becoming aware of an emergency, the Operations Warden will:</p> <ul style="list-style-type: none"> • Attend the emergency control point. • Communicate with the Chief Warden by whatever means available and act on instructions. • Implement the emergency response procedure relevant to the floor or area and ensure that the Chief Warden is notified. • Direct logistics officer (wardens) to check the floor or area for any abnormal situation. • Commence evacuation if the circumstances on their floor or area warrant this. • Control the movement of people. • Co-opt persons as required to assist a logistics officer (wardens) during an emergency. • Ensure that any implications for regular bus/student transport arrangements for the school or clients schools are addressed. • Confirm that the logistics officer's (warden) activities have been completed and report this to the Chief Warden or a senior officer of the attending emergency services if the Chief Warden is not contactable. <p>Post Emergency</p> <ul style="list-style-type: none"> • Compile report of the actions taken during the emergency for the debrief.
<p>Communications Officer</p>	<p>Pre-Emergency</p> <ul style="list-style-type: none"> • Assist the Chief Warden. • Attend training in the use of the school's communication system. • Maintain records and logbooks and make them available for emergency response. • Ensure emergency and parent contact details are up-to-date. • Participate in emergency exercises/drills. <p>During Emergency</p> <ul style="list-style-type: none"> • Attend the emergency control point. • Ascertain the nature and location of the emergency. Maintain up to date information. • Confirm that emergency services have been notified. • Notify appropriate IMT members. • At the direction of the Chief Warden provide instruction and information to staff, students and parents as required. • Keep a log of events that occurred during the emergency. • Act as directed by the Chief Warden. <p>Post- Emergency</p> <ul style="list-style-type: none"> • Collate logs of events completed by all IMT members during the emergency for the debrief and ensure they are secured for future reference. • Contact parents as required.
<p>Logistics Officer (Warden)</p>	<p>Pre-Emergency</p> <ul style="list-style-type: none"> • Ensure staff and students are aware of the emergency response procedures. • Carry out safety practices (e.g. clear egress paths, access to first attack equipment e.g. fire extinguishers and disposal of rubbish). • Participate in emergency exercises/drills. <p>During Emergency</p> <p>Persons selected to perform as Logistics Warden will carry out activities as set out in the emergency response procedures and as directed by the Operations Warden (Area Warden). Activities may include the following:</p> <ul style="list-style-type: none"> • Attend the emergency control point. • Operate the communication system in place. • Check that any fire doors and smoke doors are properly closed

	<ul style="list-style-type: none"> • Close or open other doors in accordance with the emergency response procedures. • Search the floor or area to ensure all people have evacuated. This function is of greater importance than a later physical count of those evacuated. • Ensure orderly flow of people into protected area. • Assist occupants with disabilities. • Act as lead of groups moving to nominated assembly areas. • Report status of required activities to the operations officer (area warden) on their completion. • Act as directed by the Chief Warden. <p>Post- Emergency</p> <ul style="list-style-type: none"> • Compile report of the actions taken during the emergency for the debrief.
First Aid Officer	

Emergency Contacts

During emergency, refer any of the emergency contacts

School Contacts

Key Roles	Name	Phone	Phone (After Hours)	Mobile
Principal	Bernadette Warburton	03 50233468	0457 858 341	0407 233468
Assistant Principal/OH&S	Shaun McInerney	03 50233468	0499 160 777	0499 160 777
Business Manager/SMS Messenger	Robyn Bacon	03 50233468	0419 332 157	0419 332 157
Leading Teacher	Kerryn Rogerson	03 50233468	0438 211 132	0438 211 132
Admin/First Aid Officer/OH&S/SMS Messenger	Sallie Roelofs	03 50233468	0417 011 185	0417 011 185
School Council President	Rick Burley	0402 909 657	0402 909 657	0402 909 657

DET Contacts

Roles	Name	Phone	Mobile
Regional Director	Angela Singh	(03) 7022 1849	0408 745 216
Regional Office(nwvr@edumail.vic.gov.au)	Bendigo, Coburg	(03) 1300 338 691	
Manager, Operations & Emergency Management	Allison Hughes	4433 7547	0477 763 238
Emergency Management Support Officer	David Browne	9056 5187	0436 819 074
Incident Support and Operations Centre (ISOC)		1800 126 126	
Programmed Maintenance Services		1300 133 468	
OHS Advisory Service		1300 074 715	
Employee Assistance Program		1300 361 008	
Media Unit (on call 24/7)		(03) 8688 7776	

SEIL	Andrew Ough	03 5051 1333	0400 127 544
SSSO Team Leader	Kathy Thompson	03 5077 3170	0477 762 531

Local / Other Organizations

Name	Phone
Police Station/Fire/Ambulance	000
Police Station - Local - Mildura	03 50185300
Police Station - Local - Merbein	03 50252201
Hospital/s	03 50223333
Gas	03 50212151 (Elgas)
Electricity	03 50132412 (Powercor)
Water Corporation	03 50222224 or 50230082AH (LMW)
Facility Plumber	Robinson's Plumbing 1300 213 546
Facility Electrician	0409 381 341 (Matt Warburton - Integrated Edge)
Local Government Mildura Rural City Council	03 5018 8100
Dept of Human Services- Mildura	03 50223111
Dept Human Services - Child Protection Unit	1800 675598
Dept Human Services - Child first Unit	1300 625533
The Orange Door - Mildura	1800 290 943

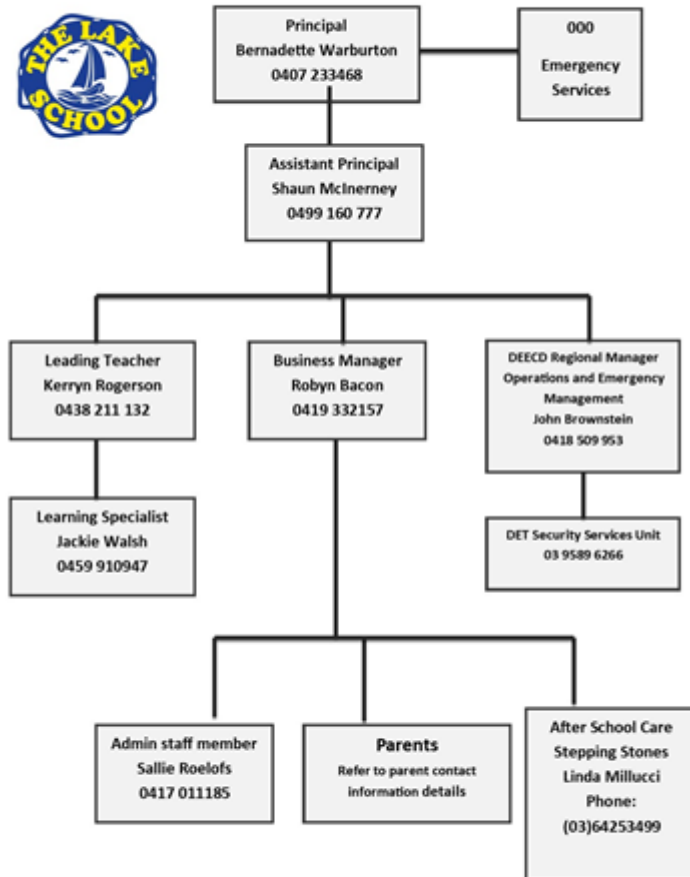
School Bus Emergency Contacts

Bus Routes	Areas Services	Schools serviced or bus coordinating school	Contact Details

Communication Tree

Communication Tree

Communication Tree



Risk Assessment

Identified Hazards	Description of Risk	Existing Controls	Effectiveness of existing controls	Risk Rating	Controls to be implemented	Revised Risk Rating
Intruder entering school	Unwanted intruder access via main highway	Lock-down procedures	Acceptable	Consequence Moderate Likelihood Unlikely Risk Level Medium	Students are accompanied by peers to toilet during class time. Students restricted from accessing carpark areas during school time Teacher supervision at before school, lunch, recess and after school	Consequence Moderate Likelihood Possible Risk Level Medium
Heat (Extreme)	Probable causes: Prolonged period of excessively hot weather Probable Consequences: hyperthermia: heat and sunlight overheat human body resulting in heat cramps, heat exhaustion, heat stress and heat stroke; dehydration exacerbating existing medical conditions; power outages due to high use of air-con, refrigeration; failure of public transport (rail); food poisoning due to unrefrigerated school lunch	<ul style="list-style-type: none"> Sun and UV protection policy SunSmart program are implemented Playground areas are shaded Sufficient shelter available for students awaiting pick-up by parents Sufficient unrestricted water available Restricted outdoor time during hot days (indoor recess and lunch, sports programs moved to gym/indoor area) or cancelled in response to the severity of the event Staff are trained in identifying early signs of heat stress/dehydration 	Effective	Consequence Moderate Likelihood Possible Risk Level Medium	Implement our hot weather timetable (when temperatures exceed 37 degrees students remain inside for recess and lunch) Encourage students and staff to drink more fluids. Compulsory wearing of hats (when outside)	Consequence Minor Likelihood Likely Risk Level Medium
Severe weather event	Probable Causes: Weather pattern Probable Consequences: Physical injury to staff or students; Stress or psychological injury requiring clinical support for multiple individuals; Electrical storm causing fire; High winds causing roof to collapse, limbs to fall from trees and airborne debris shattering windows; Rain inundation resulting in unsafe electrical wiring/loss of power and communications.	<ul style="list-style-type: none"> Maintenance to roofs/gutters/drains to keep clear is scheduled regularly. School liaises with SES/local government to identify potential local risks. School has a contingency for storage of equipment/materials if necessary. On the basis of weather forecast, loose objects in open areas e.g. garbage bins, play equipment are secured Communications are tested quarterly. Utility shut-off instructions/points are known. Back up communications and contact lists maintained in case power fails. Condition of large trees regularly checked. Shade sail structures regularly checked. 	Effective	Consequence Moderate Likelihood Rare Risk Level Low	Students to remain inside during recess and lunch times Regular audit of trees and shade structures	Consequence Minor Likelihood Rare Risk Level Low
Asbestos	Probable Causes: Asbestos pre-existing in building; Construction disturbs debris containing asbestos Probable Consequences: Area cordoned off and inaccessible; Potential health risks if fibres disturbed and breathed into lungs	<ul style="list-style-type: none"> Asbestos removal program OHS Advisory Service Asbestos Management Plan Asbestos training/information session Asbestos Register and quarterly inspections Asbestos Make Safe Hotline 1300 133 468 	Effective	Consequence Minor Likelihood Rare Risk Level Low	Regular Asbestos monitoring	Consequence Minor Likelihood Unlikely Risk Level Low

<p>Bushfire/Grassfire</p>	<p>Probable Causes: Lightning strike; Arson; Spark ignited by machinery; Power line failure; Escaped planned burn Probable Consequences: Injury; Serious injury from smoke inhalation; Stress or psychological injury requiring clinical support for multiple individuals</p>	<ul style="list-style-type: none"> Weekly checks of safety equip are conducted during bushfire season. School liaises with local fire services regarding preparedness prior to start of the Fire Danger Period. Evacuation drills are conducted in Terms 1 and 4; conduct Shelter-In-Place drill in Term 1. Working bees to clear and clean up school site occur twice per year. EMP is reviewed and socialised with staff before fire season. School communicates plans for days of elevated fire danger to school community via school FB page and newsletter at the start of the school year and prior to the fire danger period. 'Annual facilities bushfire readiness review checklist' is implemented in October to prepare for the bushfire season A WatchZone of [insert your predetermined watch zone]kms on the VicEmergency App has been established by school staff and is monitored regularly for fires and other incidents. Excursions occurring in bushfire prone areas or in areas surrounded by grassland adhere to the policy for <i>Excursions including camps and adventure activities</i>, and will be reassessed if the forecast Fire Danger Rating is Extreme, or cancelled if in a determined Catastrophic weather district. Monitoring for weather forecasts, Fire Danger Ratings and emergency warnings before and during excursions is factored into the risk assessment and emergency management plan for all excursions. Pre-determined arrangements implemented as fire danger escalates in accordance with school's category on the Bushfire at Risk Register and the Bushfire Preparedness Relocation and Closure Procedures. <ul style="list-style-type: none"> Closure on determined Catastrophic days For Categories 0, 1, 2 relocation/closure on [relevant Fire Danger Rating] days 	<p>Acceptable</p>	<p>Consequence Minor Likelihood Unlikely Risk Level Low</p>	<p>Educate students with school procedures of safety when bushfire/grass fire likelihood is increased</p>	<p>Consequence Minor Likelihood Unlikely Risk Level Low</p>
<p>Bomb/substance threat</p>	<p>Probable Causes: Known or unknown person with intent or harm or cause fear to staff and students of the school; Prank Probable Consequences: Physical injury to staff or students; Stress or psychological injury requiring clinical support for multiple individuals</p>	<ul style="list-style-type: none"> Bomb Threat Checklist located next to each phone. Emergency evacuation drills scheduled and practised on a regular basis. 	<p>Acceptable</p>	<p>Consequence Minor Likelihood Unlikely Risk Level Low</p>		<p>Consequence Minor Likelihood Unlikely Risk Level Low</p>

Influenza pandemic	Probable causes: contagious illness; Influenza virus; Vulnerability to infection Probable consequences: Spread of illness; High absenteeism	<ul style="list-style-type: none"> Sick and ill students and staff discouraged from being at school Flu injections offered to staff annually Regular risk infection procedures outlined at staff meetings by nursing staff Parents/carers informed of school policy regarding sick children in newsletter 	Effective	<p>Consequence Minor</p> <p>Likelihood Likely</p> <p>Risk Level Medium</p>		<p>Consequence Minor</p> <p>Likelihood Likely</p> <p>Risk Level Medium</p>
Loss of essential services	Probable Causes: Issue with supply due to storm/accident; Planned outage Probable Consequences: Lack of availability of school resources such as computers; Lack of availability of fresh drinking water and water for flushing toilets	<ul style="list-style-type: none"> The size and health of trees growing close to power lines are regularly checked and pruned or removed if necessary Alternative communication source such as charged mobile phone/satellite phone are available Alternate lighting sources, such as a torch or battery operated light are contained in the emergency kit A list of emergency phone numbers is located next to all office phones Business continuity plan 	Acceptable	<p>Consequence Minor</p> <p>Likelihood Possible</p> <p>Risk Level Medium</p>		<p>Consequence Minor</p> <p>Likelihood Possible</p> <p>Risk Level Medium</p>
Child Abuse	Probable causes: Domestic violence; Substance abuse; Stress/isolation; Mental health problems/intellectual disability; Lack of parenting skills Probable consequences: Physical and psychological trauma/distress/injury; Depression/apathy; Inability to concentrate; Emotional/behavioural/learning problems; Eating Disorder	<ul style="list-style-type: none"> Recognise indicators of Child Abuse Child Safe Standards PROTECT protocol Student Critical Incident Advisory Line Student Support Services/Student Welfare Coordinator 	Acceptable	<p>Consequence Moderate</p> <p>Likelihood Possible</p> <p>Risk Level Medium</p>	Respectful Relationships Disclosure training for all school staff	<p>Consequence Moderate</p> <p>Likelihood Possible</p> <p>Risk Level Medium</p>
Information Security	Probable Causes: Hacking; Malware virus; Unprotected systems/passwords; Accidental Probable consequences: Inconvenience Inability to access/use computer system; Loss/corruption of files/data; privacy breach	<ul style="list-style-type: none"> Privacy (including DET's Schools' Privacy Policy) Privacy, Department provided software Privacy (requests for Information about Students) Acceptable use of ICT Resources Staff member manages and reviews school's privacy practices Regular privacy audit to determine what information the school collects, how it is used and with whom information is shared. Examine data security arrangements BYOD usage and guidelines Password protocols for ICT 	Acceptable	<p>Consequence Minor</p> <p>Likelihood Unlikely</p> <p>Risk Level Low</p>		<p>Consequence Minor</p> <p>Likelihood Unlikely</p> <p>Risk Level Low</p>
Medical Emergency	Probable causes: Accident/misadventure; known/unknown illness Probable consequences: Ill health,	<ul style="list-style-type: none"> Staff trained in first aid First Aid Kit Staff observant to signs of illness 	Acceptable	<p>Consequence Minor</p>	Effective communication to all school staff regarding students with severe illness/allergies/anaphylaxis which is updated regularly	<p>Consequence Minor</p>

	recuperation; hospitalization; impact on continuity of education; Psychological distress for those witnessing incident	<ul style="list-style-type: none"> • Medical history – staff/students • First Aid and Infection Control Procedure • Medication Authority Form and authority to administer 		Likelihood Unlikely Risk Level Low		Likelihood Unlikely Risk Level Low
Mental Stress	Probable causes: Exposure to distressing event; Anxiety/depression; illness Probable consequences: Psychological trauma/distress; Attempted suicide; Suicidal ideation/self-harm; Interrupted learning	<ul style="list-style-type: none"> • Student Support Services • Well-being staff in school • SafeMinds • Navigator Program • Student Engagement and Inclusion Guidance • Building Resilience Framework • Victorian Anti-bullying and Mental Health Initiative 	Effective	Consequence Minor Likelihood Unlikely Risk Level Low	Fortnightly staff well-being meetings that monitor staff mental health & well-being and provide proactive strategies	Consequence Minor Likelihood Unlikely Risk Level Low
Missing person - school or school camp/excursion	Probable causes; Lost or separated whilst on camp/excursion; Truancy; Unknown - i.e. distress Probable consequences: injury; interrupted education; psychological trauma/distress	<ul style="list-style-type: none"> • School records attendance • Student engagement policy to promote school attendance and address truancy, which is staged • Recess and lunchtime supervision. • Behaviour Support Plans to address individual truancy. • Student Activity Locator to be completed ahead of all camps (which includes outlining all students to attend camp) • List of students to attend camp to be held at school site and by Teacher in Charge on camp. • School excursion/camp risk assessment 	Effective	Consequence Minor Likelihood Unlikely Risk Level Low	Daily morning check-ins in every classroom to ascertain student mood and readiness to learn Referrals to school Well-being Co-ordinator or Mental Health Co-ordinator	Consequence Minor Likelihood Unlikely Risk Level Low
Traumatic Death/Injury/Grief	Probable causes: Accident/misadventure; Existing illness; Sudden medical emergency Probable Consequences: Distress/anger; Disruption to school operations; Disruption to school operations; Stress, psychological injury, impact on well-being requiring support	<ul style="list-style-type: none"> • Student Support Services • Well-being staff in school • Managing Trauma Guide • Incident Support and Operations Centre referrals • Employee Assistance Program 	Effective	Consequence Minor Likelihood Unlikely Risk Level Low		Consequence Minor Likelihood Unlikely Risk Level Low
Violence, Aggression and/or harassment	Probable causes: underlying abuse or exposure to family violence; developmental factors Probable Consequences: physical or psychological harm; Disruption to learning/continuity of education	<u>Site based policies and strategies</u> <ul style="list-style-type: none"> • Lunchtime and recess supervision • School based security measures e.g. duress alarm, CCTV • Behavioral Code of Conduct • School social media strategies to address online harassment • Requirement for multiple staff to be present at meetings or incidents involving aggressive parent or student <u>School pursues specific interventions or referrals as required/appropriate:</u> <ul style="list-style-type: none"> • Trespass order • Child Protection referral • Family violence referral 	Effective	Consequence Minor Likelihood Unlikely Risk Level Low	Have increased number of security cameras	Consequence Minor Likelihood Unlikely Risk Level Low

		<p><u>Specific supports for students with challenging behaviors and interventions:</u></p> <ul style="list-style-type: none"> • Referral to Student Support Services (SSS) • School Wide Positive Behaviour Support strategies (Behaviour Support Plans etc.) • Restraint and Seclusion procedures • Respectful Relationships • Health and Human Services Behaviour Support Services • More advanced supports accessed as appropriate e.g. Engagement of a Student Support Services visiting professional • School welfare officer/coordinator engaged <p><u>Training</u></p> <ul style="list-style-type: none"> • Diffusion strategies and training for staff • Conflict management training • Awareness training and resources – Building Resilience and Preventing Radicalisation to Violent Extremism <p><u>Specific support for teacher/staff in dealing with challenging behaviours</u></p> <ul style="list-style-type: none"> • Employee Assistance Program (EAP) for impacted staff • Principal Mentor Program • Proactive Wellbeing Supervision • Principal Health Checks • Early Intervention Principal Support Service <p><u>Refer to additional resources for impacted persons</u></p> <ul style="list-style-type: none"> • School breakfast club (where available) • School wide Positive Behaviour Support • Koori inclusive School Wide Positive Behaviour Support 				
COVID-19	Probable Causes: Contagious illness. Probable consequences: Spread of illness; High absenteeism, school closures	<p>Existing controls are detailed within the following documents:</p> <p>DET <i>School Operations Guide</i> https://edugate.eduweb.vic.gov.au/sites/i/Pages/production.aspx#/app/content/3336/</p> <p><i>Health and Safety Advice for Schools in the context of Coronavirus (COVID-19)</i> developed by Victoria’s Chief Health Officer (https://edugate.eduweb.vic.gov.au/sites/i/Shared%20Documents/Coronavirus/School%20Operations%20Guide/health-advice-term-4.docx).</p>	Acceptable	<p>Consequence Minor</p> <p>Likelihood Likely</p> <p>Risk Level Medium</p>	The Principal will monitor the regular COVID updates provided to schools to ensure any revised controls are implemented at the school level. Regular updates to families	<p>Consequence Minor</p> <p>Likelihood Possible</p> <p>Risk Level Medium</p>

Core Emergency Response Procedures

Core Procedures	Procedure Instructions
<p>On-site evacuation/relocation procedure</p>	<p>When it is unsafe for students, staff and visitors to remain inside the school building the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.</p> <ul style="list-style-type: none"> • Call 000 for emergency services and seek and follow advice. • Evacuate students, staff and visitors to your Emergency Assembly point on the school oval • Report the emergency and evacuation to Incident Support and Operations Centre (24 hour, 7 days) on 1800 126 126. • Take your emergency kit/first aid kit (including your student and staff attendance lists and a copy of this EMP). • Once at your primary and/or secondary assembly point/s, check all students, staff and visitors are accounted for. • Ensure communications with emergency services is maintained. • Wait for emergency services to arrive or provide further information. • Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. • Confirm with emergency service personnel that it is safe to return to normal operations. • Maintain a record of actions/decisions undertaken and times. • Contact parents as required. <p>Actions after on-site evacuation/relocation procedure</p> <ul style="list-style-type: none"> • Ensure any students, staff or visitors with medical or other needs are supported. • Advise the Incident Support and Operations Centre and the region (regional Manager, Operations and Emergency Management) that the evacuation is over. • Determine whether to activate your parent re-unification process. • Determine if there is any specific information students, staff and visitors need to know (for example, parent reunification process or areas of the facility to avoid). • Contact the SSSO Network Coordinator if required. • Print and issue pre-prepared parent letters and give these to students to take home. • Ensure all staff are made aware of Employee Assistance Program contact details. • Seek support from your region/regional Manager, Operations and Emergency Management if required. • Undertake operational debrief with staff and Incident Management Team to identify any on-site evacuation and procedural changes that may be required. • Complete your Post Emergency Record.
<p>Off-site evacuation procedure</p>	<p>If it is unsafe for students, staff and visitors to remain on the school grounds the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.</p> <ul style="list-style-type: none"> • Call 000 for emergency services and seek and follow advice. • Identify which off-site assembly point you will evacuate staff, students and visitors to. • Evacuate staff, students and visitors to your Secondary emergency assembly point - back oval at rear of school • Report the emergency and evacuation to Incident Support and Operations Centre (24 hour, 7 days) on 1800 126 126. • Take your emergency kit/first aid kit (including your student and staff attendance lists and a copy of this EMP). • Once at primary and/or secondary assembly point/s, check all students, staff and visitors are accounted for.

	<ul style="list-style-type: none"> • Ensure communications with emergency services is maintained. • Wait for emergency services to arrive or provide further information. • Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. • Confirm with Emergency Service personnel that it is safe to return to normal operations. • Maintain a record of actions/decisions undertaken and times. • Contact parents as required. <p>Actions after off-site evacuation procedure</p> <ul style="list-style-type: none"> • Ensure any students, staff or visitors with medical or other needs are supported. • Advise the Incident Support and Operations Centre and the region (regional Manager, Operations and Emergency Management) that the evacuation is over. • Determine whether to activate your parent re-unification process. • Determine if there is any specific information students, staff and visitors need to know (for example, parent reunification process or areas of the facility to avoid). • Direct all Media enquiries to DET Media Unit on 8688 7776. • Contact the SSSO Network Coordinator if required. • Print and issue pre-prepared parent letters and give these to students to take home. • Ensure all staff are made aware of Employee Assistance Program contact details. • Seek support from your region/regional Manager, Operations and Emergency Management if required. • Undertake operational debrief with staff and Incident Management Team to identify any off-site and procedural changes that may be required. • Complete your Post Emergency Record.
<p>Lock-down procedure</p>	<p>When an external and immediate danger is identified and it is determined that the students should be secured inside the building for their own safety the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.</p> <ul style="list-style-type: none"> • Call 000 for emergency services and seek and follow advice. • Initiate the lock-down and provide instructions to staff, for example, close internal doors and windows, remain in classroom, sit below window level or move into corridors. • Check that all external doors (and windows if appropriate) are locked. • If available, allocate staff to be posted at locked doors to allow students, staff and visitors to enter if locked out. • Report the emergency and lock-down to the Incident Support and Operations Centre (24 hour, 7 days) on 1800 126 126. • Divert parents and returning groups from the school if required. • Ensure a telephone line is kept free. • Keep public address system free. • Keep main entrance as the only entry point. It must be constantly monitored and no unauthorised people allowed access. • If safe to do so, have a staff member wait at the main entry to the school to guide emergency services personnel. • As appropriate, ascertain that all students, staff and visitors are accounted for. • Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. • As appropriate, confirm with emergency services personnel that it is safe to return to normal operations. • Maintain a record of actions/decisions undertaken and times. • Contact parents as required. <p>Actions after lock-down procedure</p>

	<ul style="list-style-type: none"> • Ensure any students, staff or visitors with medical or other needs are supported. • Advise the Incident Support and Operations Centre and the region (regional Manager, Operations and Emergency Management) that the lock-down is over. • Determine whether to activate your parent re-unification process. • Determine if there is any specific information students, staff and visitors need to know (for example, parent reunification process or areas of the facility to avoid). • Direct all Media enquiries to DET Media Unit on 8688 7776. • Print and issue pre-prepared parent letters and give these to students to take home. • Contact the SSSO Network Coordinator if required. • Ensure all staff are made aware of Employee Assistance Program contact details. • Seek support from your region/regional Manager, Operations and Emergency Management if required. • Undertake operational debrief with staff and Incident Management Team to identify any lock-down and procedural changes that may be required. • Complete your Post Emergency Record.
<p>Lock-out procedure</p>	<p>When an internal immediate danger is identified and it is determined that students should be excluded from buildings for their safety the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.</p> <ul style="list-style-type: none"> • Call 000 for emergency services and seek and follow advice. • Announce lock-out with instructions about what is required. Instructions may include nominating staff to: <ul style="list-style-type: none"> ○ Lock doors to prevent entry ○ Check the premises for anyone left inside ○ Obtain Emergency Kit • Go to the designated assembly point/s Secondary emergency assembly point - back oval at rear of school. • Check that students, staff and visitors are all accounted for. • Report the emergency and lock-out to the Incident Support and Operations Centre (24 hour, 7 days) on 1800 126 126. • Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. • Where appropriate, confirm with emergency services personnel that it is safe to return to normal operations. • Maintain a record of actions/decisions undertaken and times. • Contact parents as required. <p>Actions after lock-out procedure</p> <ul style="list-style-type: none"> • Ensure any students, staff or visitors with medical or other needs are supported. • Advise the Incident Support and Operations Centre and the region (regional Manager, Operations and Emergency Management) that the lock-out is over. • Determine whether to activate your parent re-unification process. • Determine if there is any specific information students, staff and visitors need to know (for example, parent reunification process or areas of the facility to avoid). • Print and issue pre-prepared parent letters and give these to students to take home. • Direct all Media enquiries to DET Media Unit on 8688 7776. • Ensure all staff are made aware of Employee Assistance Program contact details. • Contact the SSSO Network Coordinator if required. • Seek support from your region/regional Manager, Operations and Emergency Management as required. • Undertake operational debrief with staff and Incident Management Team to identify any lock-out and procedural changes that may be required. • Complete your Post Emergency Record.

<p>Shelter-in-place procedure</p>	<p>When an incident occurs outside the school and emergency services or the Chief Warden determines the safest course of action is to keep students and staff inside a designated building in the school (as evacuation might reasonably expose people to a greater level of danger until the external event is handled), the Chief Warden on-site will take charge and activate the Incident Management Team if necessary.</p> <ul style="list-style-type: none"> • Call 000 for emergency services and seek and follow advice. • Chief Warden activates the Incident Management Team. • Move all students, staff and visitors to the pre-determined shelter-in-place area - <i>Multi Purpose Room</i>. • Take your emergency kit/first aid kit (including your student and staff attendance lists and a copy of this EMP). • Report the emergency to the Incident Support and Operations Centre (24 hour, 7 days) on 1800 126 126. • Check that all students, staff and visitors are accounted for. • Ensure communications with emergency services is maintained. • Wait for emergency services to arrive or provide further information. • Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. • Where appropriate, confirm with emergency service personnel that it is safe to return to normal operations. • Maintain a record of actions/decisions undertaken and times. • Contact parents as required. <p>Actions after shelter-in-place procedure</p> <ul style="list-style-type: none"> • Ensure any students, staff or visitors with medical or other needs are supported. • Advise the Incident Support and Operations Centre that shelter-in-place is over. • Determine whether to activate your parent re-unification process. • Determine if there is any specific information students, staff and visitors need to know (for example parent reunification process or areas of the facility to avoid). • Direct all Media enquiries to DET Media Unit on 8688 7776. • Print and issue pre-prepared parent letters and give these to students to take home. • Ensure all staff are made aware of Employee Assistance Program contact details. • Contact the SSSO Network Coordinator if required. • Seek support from your region/regional Manager, Operations and Emergency Management as required. • Undertake operational debrief with staff and Incident Management Team to identify any shelter-in-place and procedural changes that may be required. • Complete your Post Emergency Record.
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Specific Emergency Response Procedures

Specific Procedures	Procedure Instructions
<p>Child Abuse</p>	<p>In the event of an incident, disclosure, or suspicion of child abuse, the school will:</p> <ul style="list-style-type: none"> • Follow the <i>Four Critical Actions for Schools about Responding to Incidents, Disclosures and Suspicions of Child Abuse</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_ChildAbuse.pdf • Report the incident internally to the Incident Support and Operations Centre (ISOC) by calling 1800 126 126. If you require additional advice and support with managing the incident, ask to consult with the Incident Management and Support Unit (IMSU), available on the same phone number. <p>This is an abridged version of schools’ obligations which are outlined in more detail in <i>Identifying and Responding to All Forms of Abuse in Victorian Schools</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5_SchoolsGuide.pdf</p> <p>For suspected student sexual offending, the school will:</p> <ul style="list-style-type: none"> • Follow the <i>Four Critical Actions for Schools on Responding to Student Sexual Offending</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_SSO.pdf. • Report the incident internally to ISOC by calling 1800 126 126. If you require additional advice and support with managing the incident, ask to consult with the IMSU, available on the same phone number. <p>The Four Critical Actions is a summary of schools’ obligations which are outlined in greater detail in <i>Identifying and Responding to Student Sexual Offending</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/SSO_Policy.pdf</p> <p>In the event of an incident, disclosure, or suspicion of child abuse, the school will:</p> <ul style="list-style-type: none"> • Follow the <i>Four Critical Actions for Schools about Responding to Incidents, Disclosures and Suspicions of Child Abuse</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_ChildAbuse.pdf • Report the incident internally to the Incident Support and Operations Centre (ISOC) by calling 1800 126 126. If you require additional advice and support with managing the incident, ask to consult with the Incident Management and Support Unit (IMSU), available on the same phone number. <p>This is an abridged version of schools’ obligations which are outlined in more detail in <i>Identifying and Responding to All Forms of Abuse in Victorian Schools</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5_SchoolsGuide.pdf</p> <p>For suspected student sexual offending, the school will:</p> <ul style="list-style-type: none"> • Follow the <i>Four Critical Actions for Schools on Responding to Student Sexual Offending</i> hyperlinked at

	<p>https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_SSO.pdf.</p> <ul style="list-style-type: none"> Report the incident internally to ISOC by calling 1800 126 126. If you require additional advice and support with managing the incident, ask to consult with the IMSU, available on the same phone number. <p>The Four Critical Actions is a summary of schools' obligations which are outlined in greater detail in <i>Identifying and Responding to Student Sexual Offending</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/SSO_Policy.pdf</p> <p>In the event of an incident, disclosure, or suspicion of child abuse, the school will:</p> <ul style="list-style-type: none"> Follow the <i>Four Critical Actions for Schools about Responding to Incidents, Disclosures and Suspicions of Child Abuse</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_ChildAbuse.pdf Report the incident internally to the Incident Support and Operations Centre (ISOC) by calling 1800 126 126. If you require additional advice and support with managing the incident, ask to consult with the Incident Management and Support Unit (IMSU), available on the same phone number. <p>This is an abridged version of schools' obligations which are outlined in more detail in <i>Identifying and Responding to All Forms of Abuse in Victorian Schools</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/ChildSafeStandard5_SchoolsGuide.pdf</p> <p>For suspected student sexual offending, the school will:</p> <ul style="list-style-type: none"> Follow the <i>Four Critical Actions for Schools on Responding to Student Sexual Offending</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/FourCriticalActions_SSO.pdf. Report the incident internally to ISOC by calling 1800 126 126. If you require additional advice and support with managing the incident, ask to consult with the IMSU, available on the same phone number. <p>The Four Critical Actions is a summary of schools' obligations which are outlined in greater detail in <i>Identifying and Responding to Student Sexual Offending</i> hyperlinked at https://www.education.vic.gov.au/Documents/about/programs/health/protect/SSO_Policy.pdf</p>
Information Security	<ul style="list-style-type: none"> Contact your IT specialist technician for advice and support If you require support from IMTD contact the Service Desk through one of the following mechanisms: <ul style="list-style-type: none"> Phone 1800 641 943 Email servicedesk@edumail.vic.gov.au Submit an IT Service Request through the Service Gateway If the incident involves sensitive and/or personal information that may identify an individual without their consent Phone the privacy help desk on 8688 7967 Email privacy@edumail.vic.gov.au

	<ul style="list-style-type: none"> • Consider notifying the Media Unit on 8688 7776 • If the information security breach is considered malicious contact local police • Offer impacted staff option to access EAP (as applicable) • Offer Student Support Services support to impacted students (as applicable)
Medical Emergency	<p>If a medical emergency occurs on a school site or on a camp/excursion</p> <ul style="list-style-type: none"> • Call '000' if immediate/life threatening • Administer first aid • Contact parent/guardian of affected student • Contact Incident Support and Operations Centre (ISOC) on 1800 126 126 • Record evidence (if applicable) • Keep other students away from the emergency/incident • Provide support for students who may have witnessed early stage of emergency
Mental Stress	<ul style="list-style-type: none"> • If there is immediate and/or life threatening concern for an individual's health or wellbeing contact '000' • Administer first aid (if appropriate) – keep physically and emotionally safe • Report the incident to the Incident Support and Operations Centre on 1800 126 126 • Consider whether the following supports are appropriate: <ul style="list-style-type: none"> ○ School's student wellbeing officers ○ Student Support Services ○ Doctors in Secondary Schools ○ Kids Helpline - 1800 55 1800 ○ Headspace in schools 0458 559 736 ○ Lifeline - 13 11 14 ○ Referral to the Navigator program for wraparound support for disengaged learners ○ Suicide prevention resources from Beyond Blue and/or Headspace ○ CAT Team – acute mental health triage
Missing person - school or school camp/excursion	<p>If student/child is missing and/or cannot be accounted for:</p> <ul style="list-style-type: none"> • Search the immediate area • Contact the parent/carer • Contact '000' for police to report child missing <ul style="list-style-type: none"> ○ Provide a description, time last seen and location • Report the incident to the Incident Support and Operations Centre on 1800 126 126
Intruder entering school	<ul style="list-style-type: none"> • Call 000 for emergency services and seek and follow advice. • Report the emergency immediately to the Chief Warden.

	<ul style="list-style-type: none"> • Do not do or say anything to the person to encourage irrational behaviour. • Initiate action to restrict entry to the building if possible and confine or isolate the threat from building occupants. • Determine whether evacuation, lock-down or shelter-in-place is required. Do this in consultation with the Police where possible. • Evacuation only should be considered if safe to do so. • Report emergency to the Incident Support and Operations Centre 1800 126 126. • Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. • Contact parents as required. • Direct all Media enquiries to DET Media Unit on 8688 7776
Heat (Extreme)	<p>To minimise the risks associated with extreme hot weather, schools must develop appropriate strategies and measures. Actions may include the following:</p> <ul style="list-style-type: none"> • Call 000 if medical assistance is required <p>Scheduling/Activities</p> <ul style="list-style-type: none"> • Restrict outdoor time. • Cancel or re-schedule any outdoor activities by duration and intensity i.e. to start earlier or later in the day when the heat is less intense, and to include more rest breaks. • Consider using alternative venues to modify and relocate activities when temperatures exceed 30C and humidity levels exceed 60 per cent (e.g. indoor recess and lunch, sports programs moved to gym/indoor area). • Reschedule/move classes from classrooms with direct sunlight/no cooling. • In extreme weather conditions, schools may: <ul style="list-style-type: none"> • reduce midday recess to no less than thirty minutes • adjust dismissal time accordingly. • Ensure students make use of extra shade from both man-made structures (e.g. sails and umbrellas) and natural features such as trees to provide cooler environments for outdoor activities. • Implement sun and UV protection policy as per School Policy and Advisory Guide (SPAG) as well as the SunSmart program. • Where possible, ensure sufficient shelter is available for students awaiting pick-up by parents. <p>Hydration</p> <ul style="list-style-type: none"> • Ensure students and staff continue to hydrate and monitor the hydration of children with additional needs. • Drinks containing caffeine such as coffee and tea should be avoided. • Remind parents to provide their child with water and modified uniform • Include information on the school's arrangements for managing hot weather in the school newsletter. • Ensure staff monitor students for early signs of heat stress/dehydration. <p>Indoors</p> <ul style="list-style-type: none"> • Ensure indoor spaces have appropriate ventilation or air conditioning. • Display dealing with heat posters in prominent locations in the school. • Review first aid kits and the need to supplement stock of ice packs and hydrolyte. <p>Notification/Information</p> <ul style="list-style-type: none"> • Report any heat health impacts to the Security Services Unit (24 hour, 7 days) on 1800 126 126. • Seek advice from your SEIL or regional emergency management staff if required. • Direct any media enquiries to DET Media Unit on 8688 7776.

<p>Severe weather event</p>	<ul style="list-style-type: none"> • Call 000 if emergency services are needed and seek and follow advice. • Before the storm, store or secure loose items external to the building, such as outdoor furniture and rubbish bins. • Secure windows (close curtains and blinds) and external doors. If necessary, tape windows and glass entrances. Utilise boards and sandbags if required. • During a severe storm: <ul style="list-style-type: none"> ○ Remain in the building and keep away from windows. ○ Restrict the use of telephone landlines to emergency calls only, particularly during a thunderstorm. • Report any matter concerning the safety and wellbeing of students, staff and visitors to the Chief Warden. • Disconnect electrical equipment - cover and/or move this equipment away from windows. • Report emergency to the Security Services Unit on 1800 126 126. • Notify your region and seek advice from your regional Manager, Operations and Emergency Management if required. • Listen to local radio or TV on battery-powered sets for weather warnings and advice.
<p>Asbestos</p>	<ul style="list-style-type: none"> • Report the incident to the 24/7 'Asbestos Make Safe' line on 1300 133 468 and follow their advice. Depending on the circumstances they will send an Occupational Hygienist, asbestos removalist and/or contractor to assess the situation • Isolate the area: <ul style="list-style-type: none"> ○ Vacate everyone from the affected area ○ Restrict entry to the identified area by i.e. locking a room; erecting temporary fencing and/or placing tape around the area • Erect signage at entrances to affected area indicating unauthorised personnel must not enter • Report the incident on eduSafe • Seek advice from the OHS Advisory Service available for assistance with the implementation and ongoing management of the Occupational Health and Safety Management System – Asbestos Requirements. OHS Advisory Service can be contacted on 1300 074 715. • Seek advice from the VSBA Asbestos Reform Unit on asbestos.reform@edumail.vic.gov.au
<p>Bushfire/Grassfire</p>	<p>Bushfire/Grassfire Specific Emergency Response Procedures.</p> <p>Triggers for Action.</p> <p>The need for action by the school is triggered when there is a bushfire or grassfire that;</p> <ul style="list-style-type: none"> • is observable, or • identified via Vic Emergency App within 20 km from the school. • there is an Advice, Watch and Act, Emergency Warning or Evacuation message that includes your School. <p>Immediate Actions / Seek Advice</p>

- If immediate emergency services assistance is required phone '000'.
- Seek advice from your regional Manager, Operations and Emergency Management, regional Emergency Management Support Officer, or regional IMT (if activated). They can gain additional information and advice from emergency services for you.

Name	Role	Mobile number
Allison Hughes	Manager Operations and Emergency Management	0477 763 238
David Browne	Emergency Management Support Officer	0436 819 074

- Report the incident to ISOC (1800 126 126)
- Convene your Incident Management Team (IMT)
- Continue to monitor conditions such as wind change, size of fire, direction of travel.
- Continue to monitor warnings and advice messages through the Vic Emergency App or website.
- If there is a bushfire or grassfire in your watch zone with an associated warning area that does not cover the school site, seek further advice to determine if any actions are necessary.

Other sources of Information

- Vic Emergency Hotline on 1800 226 226 for any information on the incidents and warnings in your area.
- ABC local radio – use a battery powered radio if necessary due to the possibility of power outages.

Actions for the School when it is within a Vic Emergency warning area

Vic Emergency Warning	What it means	School Actions
Advice Warning	Issued to notify the community that an incident/event has occurred that may escalate to impact on life or property. Actions may be recommended for preparedness or vulnerable groups.	If your school is in an Advice Warning area, then seek advice and monitor conditions as they may change.
Watch and Act Warning	Issued when an incident/event is likely to or is directly impacting the community. They need to take action now.	If your school is in a Watch and Act Warning area, seek advice and then decide whether to; <ul style="list-style-type: none"> • remain on site, shelter in place (if required) and monitor the situation • call parents to pick up their children • evacuate the school to your offsite bushfire evacuation location (if applicable).
Emergency Warning	Issued when the community is in imminent danger of an incident/event and needs to take action now.	If your school is in an Emergency Warning area and the warning states that it is too late to leave, then shelter in place and seek advice . Advise parents that they should not travel to the school to pick up their children. If parents do arrive, then advise them to also shelter

	<p>in place with staff and students at the school.</p> <p>Issued when it is recommended that the community should quickly prepare to leave the area. This may include undertaking actions to prepare their family, gather critical items and protect their property.</p> <p>Issued when it is recommended that the community leave immediately, or processes are in place to evacuate communities.</p> <p>Sheltering in Place. If sheltering-in-place is required, move all students, staff and visitors to the Shelter in Place if possible, provided it is safe to do so.</p> <ul style="list-style-type: none"> • Take your emergency kit, a first aid kit, your EMP and student and staff attendance lists. • Check fire equipment including; torches, water, batteries, radio, water, mops, buckets, school portable phone, P2 smoke masks, personal protective equipment and mobile phone are in the Shelter in Place. • Check that all students, staff and visitors are accounted for. • Ensure communications with emergency services are maintained. • Advise parents that the school is sheltering in place and they should not come to pick their children up. • If parents arrive, encourage them to stay with their children at the school. • Check all windows and doors in the Shelter in Place are closed (but doors are not locked). • Turn off gas supply • Any sprinkler system around the school grounds to be turned on (if this does not compromise other water-based defence systems). • If safe to do so, relocate cars and any other movable combustible objects to greater than 20m from the Shelter in Place and the evacuation path between the Shelter in Place and Onsite Bushfire Evacuation location and Offsite Bushfire Evacuation Location. • Staff should attend to students who show signs of or are known to be susceptible to smoke. If possible, supply these students with P2 smoke masks and any medication they require. • The Communications Officer or a nominated person is to monitor the phones and/or radios to ensure that communication is maintained. • Wait for emergency services to arrive or provide further information. • Any decision to leave the Shelter in Place should only occur on advice of emergency services • Continually monitor Shelter in Place for embers or building ignitions and immediately put them out, when safe to do so. Staff, where possible, should wear full length, fire resistant natural fibre clothing (e.g. wool or cotton) and other personal protective equipment including; goggles, leather gloves and P2 smoke masks, for patrolling the Shelter in Place for embers and building ignitions. • If the building has ignited and is not safe to extinguish – evacuate to the > Onsite Evacuation Location or Offsite Bushfire Evacuation Location, via the defined route. • Maintain a record of actions/decisions undertaken and times.
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Bomb/substance threat

If a suspicious object is found (or the threat identifies the location of a bomb)

Immediate response

- Immediately clear and cordon off the area in the vicinity of the object.
- Call **000** for police and seek and follow advice.
- Report the threat to the Chief Warden/principal who will coordinate the emergency response until police arrive.
- Report the emergency to the Security Services Unit on 9603 7999.
- Do not approach, touch, tilt or tamper with the object.

Evacuation

- Evacuate the school and:
 - Ensure students and staff are not directed past the object
 - Alert any other services co-located at the school site
 - Check that all students, staff and visitors are accounted for
 - Restrict all access to the site and ensure there are no barriers inhibiting access by police
 - ***As appropriate insert any additional mitigation steps relevant to your facility that you have identified in your risk assessment.***

Communication

- Provide police with details of the situation, including actions you have taken and intend to take. Follow any advice provided by police.
- Contact parents when evacuation is complete and it is safe to do so.
- Notify your regional emergency management contact and seek advice if necessary.
- Direct all Media enquiries to DET Media Unit on 9637 2871.
- Await "all clear" advice from police before returning to school buildings to resume normal school activities.
- ***As appropriate insert any additional mitigation steps relevant to your facility that you have identified in your risk assessment.***

If a bomb/substance threat is received by telephone

- **DO NOT HANG UP**
- Keep the person talking for as long as possible and obtain as much information as possible.
- Without alerting the caller, signal a co-worker to:
 - call 000 for police on a separate phone
 - notify the Chief Warden/principal
 - report emergency to the Security Services Unit on 9589 6266.
- Fill out the *Bomb Threat Checklist* and record the following details while you are on the phone to the caller (The *Bomb Threat Checklist* is provided in the "**Related forms**" section of your on-line EMP. The checklist should be located with staff who normally answer in-coming phone calls):
 - gender of caller
 - age of caller
 - accents and speech impediments
 - background noises
 - key phrases used
 - whether the threat is automated/taped/recorded.

Ask the caller:

- where exactly is the bomb/substance located?
- what time will the bomb explode/the substance be released?
- what will make the bomb explode/how will the substance be released?
- what does the bomb look like?
- what kind of device/substance is it?
- who put the bomb/substance there? Why was it put there?
- what kind of substance is it (gas, powder, liquid)? How much is there?

- where are you? Where do you live?
- what is your name? What are your contact details?
- Once the call is finished:
 - **DO NOT HANG UP** - it may be possible for police to trace the call if the telephone line is kept open, regardless of whether the caller hangs up.
 - Immediately:
 - inform the Chief Warden/principal if this has not yet been done
 - call 000 to report threat to police if this has not yet been done - use a different telephone line or mobile phone
 - o clear and cordon off the area if the caller identified the location of the object. Do not approach, touch, tilt or tamper with the object.
 - implement evacuation and communication procedures as indicated in section **"If a suspicious object is found"** above
 - report the emergency to the Security Services Unit on 9589 6266
 - ensure all of the caller information has been written down and provided to police on arrival.
 - ***As appropriate insert any additional mitigation steps relevant to your facility that you have identified in your risk assessment.***

If a bomb/substance threat is received by letter

- Place the letter in a clear bag or sleeve and store in a secure place
- Avoid any further handling of the letter or envelope
- Call 000 for police and seek and follow advice
- Notify the Chief Warden/principal
- If the letter identifies the location of a device, immediately clear and cordon off the nominated area. Do not approach, touch, tilt or tamper with the object.
- Implement evacuation and communication procedures as indicated in section **"If a suspicious object is found"** above.
- Report emergency to the Security Services Unit on 9589 6266.
- ***As appropriate insert any additional mitigation steps relevant to your facility that you have identified in your risk assessment.***

If a bomb/substance threat is received electronically e.g. by email

- **DO NOT DELETE THE MESSAGE**
- Call 000 for police and seek and follow advice
- Notify the Chief Warden/principal
- If the email identifies the location of a device, immediately clear and cordon off the area. Do not approach, touch, tilt or tamper with the object.
- Implement evacuation and communication procedures as indicated in section **"If a suspicious object is found"** above.
- Report emergency to the Security Services Unit on 9589 6266.
- ***As appropriate insert any additional mitigation steps relevant to your facility that you have identified in your risk assessment.***

If you are at the site of an explosion

- Direct staff to shelter students under sturdy tables or desks if objects are falling around you.
- Implement evacuation and communication procedures as indicated in section **"If a suspicious object is found"** above. Do not retrieve personal belongings or make phone calls when evacuating.
- Help others to leave the area. Use stairs instead of elevators.
- Be aware of weakened floors and stairways and watch for falling debris.
- Once out of the affected building:
 - Move students away from windows and glass doors or other potentially hazardous areas
 - Use caution to avoid debris that could be hot or sharp

	<ul style="list-style-type: none"> ▪ Call 000 for emergency services and seek and follow advice ▪ Report the emergency to the Security Services Unit on 9589 6266 ▪ Be aware of any potential secondary explosions ▪ Limit use of phones as communications systems may become congested. <ul style="list-style-type: none"> ○ As appropriate insert any additional mitigation steps relevant to your facility that you have identified in your risk assessment.
<p>Influenza pandemic</p>	<p>Appendix B of the DET Pandemic Influenza Incident Response Plan provides details of the key actions (https://edugate.eduweb.vic.gov.au/edrms/SEMD/_layouts/15/WopiFrame2.aspx?sourcedoc=/edrms/SEMD/SEMdoct/Pandemic%20Influenza%20Incident%20Response%20Plan%20June%202017.docx&action=default) for schools to implement at each of the preparedness and response stages of a pandemic influenza event.</p>
<p>Loss of essential services</p>	<p>When there is a loss of essential services (power, water, communications):</p> <ul style="list-style-type: none"> • Determine which services are affected and the extent of the impact. • Respond to any immediate threat to student and staff safety and isolate/secure buildings/areas if necessary. • Call 000 if emergency services are required to respond e.g. power lines down in front of school. • Contact the relevant provider/s to report outage and ascertain when restoration will occur. • Consider consequential impacts, e.g. power outage will impact on phone lines and IT systems. • Contact your Senior Education Improvement Leader or regional Manager, Operations and Emergency Management for advice and support if necessary. • Report the loss of essential services to the Security Services Unit on 1800 126 126. • Contact parents as required. • Refer to the school's Business Continuity Management Plan if the essential services are likely extend beyond 24 hours. • Insert any additional steps, including mitigation steps that you have identified in your risk assessment
<p>Traumatic Death/Injury/Grief</p>	<p>If death or injury occurs on a school site (that impacts or risks impacting the health, safety and wellbeing of students or staff):</p> <ul style="list-style-type: none"> • Contact '000' for police/ambulance attendance • Contact the Incident Support and Operations Centre (ISOC) on 1800 126 126 • Seek Student Support Services support • Refer to the '<i>Managing Trauma</i>' guide to support, plan for, and lead an effective recovery including: • Develop a Communications Plan – check what information can be released: <ul style="list-style-type: none"> ○ Notification (as appropriate) to school community – letter, newsletters, emails, phone calls, text messages or SMS alert

	<ul style="list-style-type: none"> ○ Limit exposure to ongoing trauma, distressing sights, sounds and smells ○ Continue to identify those most at risk and triage for support ○ Consider tribute, memorial, ritual ● Monitor the wellbeing of staff ● Actively implement self-care strategies ● If the incident occurs on school premises/camp/excursion <ul style="list-style-type: none"> ○ Preserve the evidence ○ Contact Region – i.e. Senior Education Improvement Leader, regional Manager, Operations and Emergency Management ○ Contact Legal Division on 9637 3146 ○ Consider a Worksafe Notification 13 23 60 ○ Contact Communications Division/Media Unit on 8688 7776
<p>Violence, Aggression and/or harassment</p>	<p>Violence, aggression, harassment, on school site:</p> <ul style="list-style-type: none"> ● Intervene only if safe to do so ● Contact '000' if immediate/life threatening and require police/ambulance attendance ● Initiate action to confine or isolate the aggressor ● Determine whether evacuation, lock-down or Shelter in Place is required. ● Administer first aid if required and safe to do so ● Contact parent/guardian of student(s) impacted ● Report the incident to the Incident Support and Operations Centre (ISOC) on 1800 126 126 ● Seek Student Support Services or School Wellbeing Officer support to develop a behaviour management plan ● Record evidence (if applicable) ● If multiple students involved and/or witness incident, isolate to preserve the integrity of the evidence until interviews etc can take place <p>If staff are directly impacted:</p> <ul style="list-style-type: none"> ● Consider lodging an eduSafe report ● Consider whether a report to WorkSafe is required ● Contact Employee Assistance Program for support ● Consider liaison with the Principal Early Intervention Program <p>If there is an allegation of reportable conduct:</p> <ul style="list-style-type: none"> ● Notify the Employee Conduct Branch on 9637 2595 or employee.conduct@edumail.vic.gov.au and follow their advice
<p>COVID-19</p>	<p>Key steps to respond to suspected or confirmed COVID-19 cases are outlined in the Safety Management Plan for COVID-19 (COVIDSafe Plan):</p> <ul style="list-style-type: none"> ● For all suspected or confirmed cases of COVID-19 in schools, refer to the advice in the Operations Guide for Managing a suspected or confirmed case of coronavirus (COVID-19) ● For suspected cases in staff, refer to the advice in the Operations Guide regarding Required actions for suspected cases of coronavirus (COVID-19) in staff in schools and Required actions for multiple suspected cases of coronavirus (COVID-19) in staff in schools ● Also see the advice in the Operations Guide regarding Management of an unwell student or staff member

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| | <ul style="list-style-type: none">• Principals are also to implement the actions outlined within the action checklist for principals PDF or in a word accessible version. |
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Business Continuity

Business continuity planning is intended to minimise any safety, financial, educational, operational, reputational and/or other damaging consequences of a disruptive event.

- An inability to access your school site
- A loss of IT / telephone / data / power
- A loss of shortage of staff or skills

1. Arrangements to manage inability to access your school site

You may like to consider mutual support agreements with other schools/other local premises, virtual learning, scheduling offsite excursions

Details of arrangements	Contact neighbouring schools and enquire about temporary student enrolment.
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Name	Contact Details	Support Role

2. Arrangements to manage a loss of technology / telephony / data / power

You may like to consider backing up school data, use of paper based systems, flexible lesson plans, generators, emergency lighting

Details of arrangements	School data is backed up daily We would manage with paper-based learning in the interim Long term - children would be encouraged to stay home
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Name	Contact Details	Support Role

3. Arrangements to manage a loss or shortage of staff or skills

You may like to consider temporary staff arrangements, multi-skilling/cross training, alternate operational arrangements, suspending non critical activities and/or mutual support with other school(s)

Details of arrangements	Contact our local SEIL to seek advise
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Name	Contact Details	Support Role

Business Continuity Checklist

Action	Actioned?
Activate the school's Incident Management Team	Yes
Evaluate the impact of the incident for: <ul style="list-style-type: none"> • School activities • Impact over time • Manageability • Staffing levels • Resources for recovery 	Yes
Identify actions to mitigate impact, including: <ul style="list-style-type: none"> • Suspension of non-critical activities • Mutual support arranged with other schools • Distance/virtual learning Use of different areas within site • Off-site activities • Back-up of key school data • Using paper-based systems • Flexible lesson plans • Using generators, portable lighting 	Yes
Produce an Action Plan for maintaining critical activities that includes: <ul style="list-style-type: none"> • Priorities • Communications • Resource deployment • Allocation of specific roles • Monitoring • Reporting • Stakeholder engagement 	Yes
Establish a register to log all decisions and actions	

<p>Establish a register to log all financial expenditure incurred</p>	<p>Yes</p>
<p>Secure resources for continuity/recovery including:</p> <ul style="list-style-type: none"> • Staffing • Premises • IT and equipment • Welfare 	<p>Yes</p>
<p>Deliver appropriate communications including to:</p> <ul style="list-style-type: none"> • Staff • Parents/Carers • School Council • School bus contractor/bus coordinating school (as appropriate) • Outside School Hours Care provider • Other users of site • Region • Suppliers • Local Shire/Municipality (as appropriate) 	<p>Yes</p>

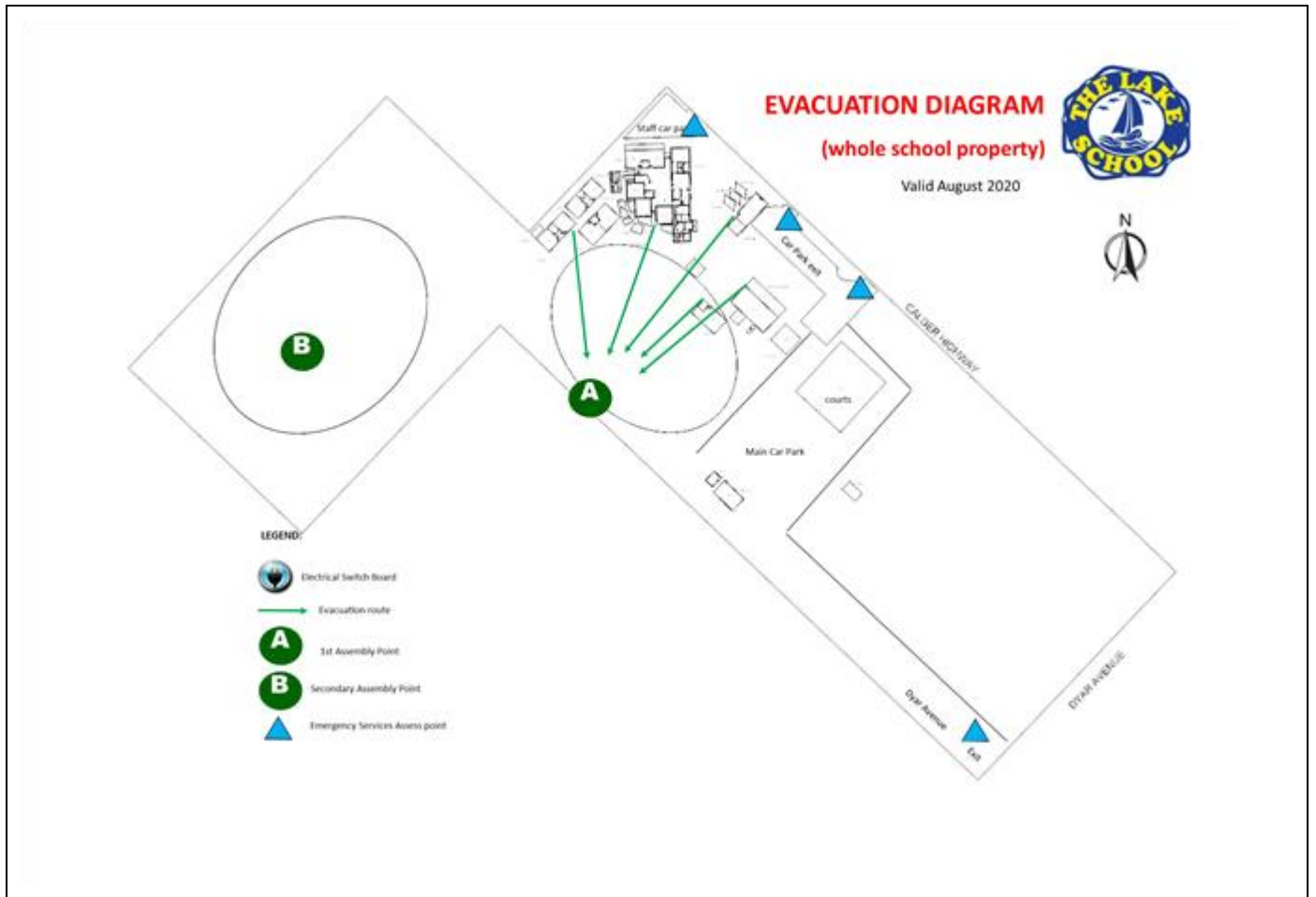
Area Map

Area Map



Evacuation Map

Building Name	Evacuation Procedures
Whole School (Buildings) - The Lake PS	
Whole school property - Site plan	



Distribution List

Name	Position Title and Organisation Name	Communication Date	Email or Postal Address
Allison Hughes	Manager Operations & Emergency Management		allison.Hughes@education.vic.gov.au
David Browne	Emergency Management Support Officer	20/08/2021	david.browne@education.vic.gov.au
Bernadette Warburton	Principal	20/08/2021	bernadette.warburton@education.vic.gov.au
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Shaun McInerney	Assistant Principal	20/08/2021	shaun.mcinerney@education.vic.gov.au
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