



Kalinda Primary School No. 5121

EMERGENCY MANAGEMENT PLAN

FOR

KALINDA PRIMARY SCHOOL

2023

Principal	Shaun McClare
Address	39-49 Kalinda Rd, Ringwood, VIC 3134
Is the school on the Bushfire At-Risk Register (BARR)?	No
Is the school a designated Neighbourhood Safer Place	No
Fire District	Central
Issue Date	March 2023
Last Review Date	March 2023
Next Review Date	February 2024



Help for Non-English Speakers

If you need help to understand the information in this policy please contact Kalinda Primary School on (03) 9876 3289.

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PURPOSE

The purpose of this Emergency Management Plan (EMP) is to provide a detailed plan of how Kalinda Primary School (Kalinda PS) will prepare and respond to emergency situations.

SCOPE

This EMP applies to all staff, students, visitors, contractors and volunteers at Kalinda PS.

IN CASE OF EMERGENCY

Incident occurs	CALL	000
	CONTACT	Schools: Contact DET Incident and Security Operations Centre (ISOC) on 1800 126 126

Advise	WHO	✓ The number and name/s of persons involved. ✓ Name of the person reporting the emergency/critical incident.
	WHAT	✓ The nature of the emergency/critical incident.
	WHEN	✓ The time you became aware of the emergency/critical incident.
	WHERE	✓ The location of the emergency/critical incident and contact phone numbers if the emergency/critical incident is away from the school.

Report	<ul style="list-style-type: none"> ✓ Verify all details of reportable incidents on receipt of the IRIS incident report forwarded to the school. ✓ For non-student related injuries/incidents enter the incident on eduSafe http://www.education.vic.gov.au/EduSafe/login.aspx ✓ Notify WorkSafe. Refer to DET’s Notifiable Incidents to WorkSafe Flowchart to determine if WorkSafe notification is required http://www.education.vic.gov.au/school/principals/governance/Pages/ohsriskmgmt.aspx ✓ Note: Details relating to DET Incident Reporting Requirements can be found in the Policy and Advisory Library at: https://www2.education.vic.gov.au/pal/emergency-critical-incident-management-planning/policy
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EMERGENCY NUMBERS AND KEY CONTACTS

Group		Phone Number
Police	Life-threatening or time critical emergency	000
	Non-life threatening incident	000
	Local Police Station	Ringwood Police Complex 9871 3000
Ambulance		000
Fire Services Authority MFB/CFA		000
State Emergency Service		132 500
Hospital(s)		Maroondah 98713333 / Knox 92107000
Gas (check for local number)		Origin Energy 1300 661 544
Electricity (check for local number)		Red Energy 131 806
Water Corporation (check for local number)		Yarra Valley Water 1300 853 811
Department of Human Services (Regional Office)		1300 360 452
Department of Human Services- Child Protection (Regional Office)		1300 360 391
Local Government		1300 88 22 33
Environment Protection Authority		(03) 9695 2722
WorkSafe Victoria		1300 372 842

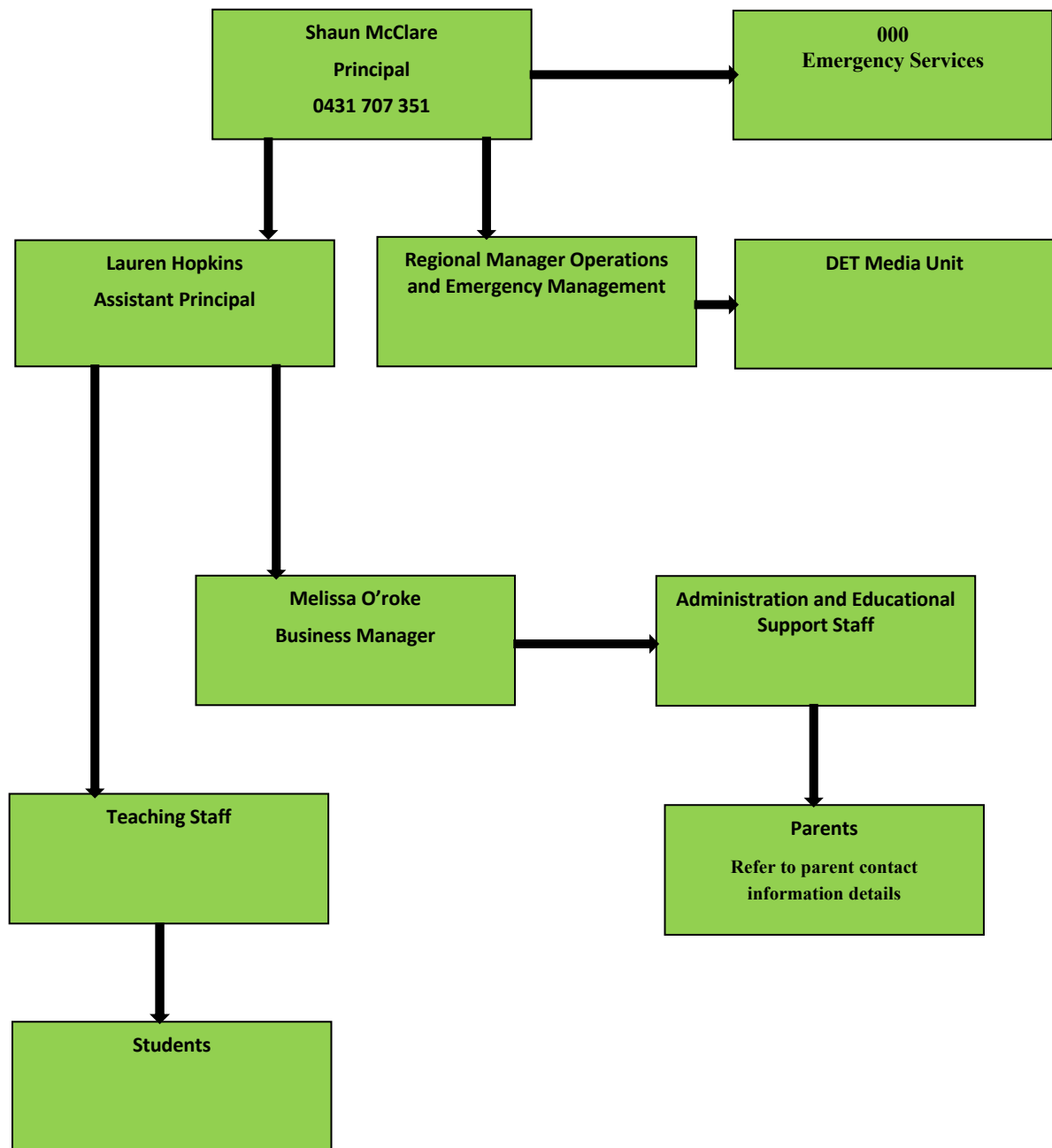
DET CONTACTS

Group	Phone Numbers	Contact names
DET Regional Office	03 9265 2400	North Eastern Victoria - Glen Waverley Office
Regional Manager, Operations and Emergency Management	03 5761 2134 0447 121 954	
Bushfire Project Officer	0408 303 119	
Regional Director	03 8392 9500	Karen Money
Deputy Regional Director – Service Planning	03 5762 2100	
Employee Assistance Program & Manager Assist	1800 337 068	
DET Media Unit	03 9637 2871	

SCHOOL EMERGENCY CONTACT INFORMATION

Role	Name	Phone No. (Daytime)	Phone No. (Mobile)
Principal	Shaun McClare	(03) 9876 23	0431 707 351
Assistant Principal	Lauren Hopkins		0402 091 837
Senior Education Improvement Leader	Kerry Anderson		0427 026 382
Business Manager	Melissa O'roke		0400 966 061
Learning Specialist	Brownyn Steele		0421 058 224
Learning Specialist	Lochlan Anderson		0411 426 265
Wellbeing Counsellor	Melinda Jeffery		0433 533 742
Disability Coordinator	Bruce Cunningham		0408 112 352
Health and Safety Representative	Melissa O'roke		0400 966 061
First Aid Officer	Brooke Witherow		0411 266 960
Maintenance Manager	Edward Dugdale		0418 149 319
School Council President	Tom Keegan		0425 754 902

COMMUNICATION TREE



SCHOOL PROFILE

FACILITY PROFILE SUMMARY	
Name of Facility: Kalinda PS	Hours of Operation: 8.00am - 4.30pm
Facility Address:	Numbers
	Students: 465
	Students/staff with disabilities:
Facility Phone:	Staff: 65
Facility Fax:	Floors: One
Email: kalinda.ps@edumail.vic.gov.au	Classrooms: 56
After hours emergency contact: Name: Shaun McClare Phone: 0	Portables:

BUILDING INFORMATION			
Alarms			
Type	Location	Monitoring company	Shutoff Instructions
Fire	<i>fill this in only if required</i>	Verst Fire Services	
Intrusion	<i>fill this in only if required</i>	Incident and Security Operations Centre (ISOC) 1800 126 126	
Other	<i>fill this in only if required</i>		
Telephones			
Location		Throughout the school	
Type		VoIP	
Utilities			
Type	Location	Service provider	Shut off Instructions
Gas / Propane		Origin Energy 1300 661 544	Main – Local - valve located at
Water		Yarra Valley Water 1300 853 811	Turn off main
Electricity		Red Energy 131 806	Turn off main

Sprinkler System	
Control Valve Location	
Shutoff Instructions	<i>fill this in only if required</i>
Boiler Room	
Location	NA
Access	
Roof Access	
Location	Buildings
Access	
Emergency Power System	
Type	NA
Location	
Provide Power To	
Shutoff Instructions	
On Site Hazards	
Hazard – e.g. Science Lab, cleaner’s cupboard (chemical storage, fuel storage, technology areas (plant and equipment)	
Science Labs	Building B + E Science Preparation + Chemistry lab (Class 5.1 chemicals)
Maintenance Shed	Water treatment chemicals/weed killer

RISK ASSESSMENT

Identify Potential Threats and Hazards List the hazards that could cause injury/incident	Description of Risk	Current Control Measures	Risk Rating (refer to OHS Risk Management Procedure)			Risk Control Measures List the control measures required to eliminate or minimise the risk
			Consequence	Likelihood	Risk Level	
<i>Bushfires or grassfires</i>	<p>Risk of death/injury from burns or smoke inhalation.</p> <p>Risk of property damage or property loss.</p> <p>Risk of psychological injury.</p>	<ul style="list-style-type: none"> • Liaise with local fire services to determine potential controls e.g. clearing trees, building safety etc. • Ensure Emergency Management Plan is up-to-date including identification of shelter-in-place and evacuation points. • Check CFA website, alerts during the bushfire season. • Schedule and practice emergency evacuation drills on a regular basis. • Grief counselling services. 	Severe	Rare	Extreme	
<i>Fire</i>	Risk of death/injury from	<ul style="list-style-type: none"> • Ensure fire services equipment (fire hose reels, fire extinguishers, fire 	Major	Rare	Medium	

	<p>burns or smoke inhalation.</p> <p>Risk of property damage or property loss.</p> <p>Risk of psychological injury.</p> <p>Risk of injury from burns or smoke inhalation.</p>	<p>blankets, hydrants) is tested and tagged as per Australian Standards.</p> <ul style="list-style-type: none"> • Complete a Workplace Inspection once per term to check that exit signs and other emergency equipment is working. • Test communication systems (PA system) on a regular basis. <p>Ensure there is a fire blanket (tested and tagged to Australian Standards) available in all kitchen areas.</p> <ul style="list-style-type: none"> • Ensure all electrical equipment is tested and tagged as per Australian Standards and that frayed leads, damaged equipment etc are disposed of in an appropriate manner. <p>Ensure there is a business continuity plan in place.</p>				
<p><i>Severe weather, storms and flooding</i></p>	<p>Risk of property damage or property loss.</p> <p>Risk of roof down flooding</p>	<ul style="list-style-type: none"> • Ensure EMP includes planning and response procedures for floods. • Liaise with SES/local government to identify potential risks. • Develop contingency for storage of equipment/materials if possible. 	Major	Possible	Medium	

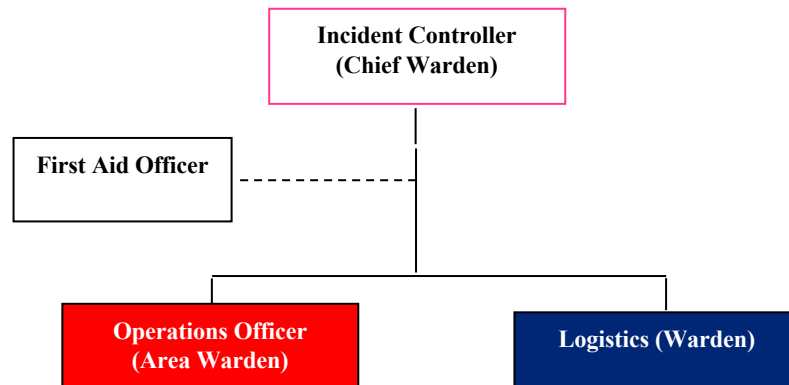
		<ul style="list-style-type: none"> • Ensure there is a business continuity plan in place. • Complete the Flood risk identification assessment. 				
<i>Intruders/personal threat</i>	<p>Risk of injury. Risk of property damage. Physical or psychological injury could occur to staff, students, visitors or contractors if threatened or physically assaulted by an intruder.</p>	<ul style="list-style-type: none"> • Ensure reception is a secure area and that no-one can enter the office area unless they have a pass/key. • Ensure any visitors/contractors sign in through the office area when they first arrive on site. 	Moderate	Possible	Medium	
<i>Earthquake</i>	<p>Risk of injury. Risk of property damage.</p>	<ul style="list-style-type: none"> • Ensure EMP is up-to-date. • Training to staff and students in emergency response procedures during an earthquake e.g. drop, cover and hold. • Ensure there is a business continuity plan in place. 	Major	Rare	Medium	
<i>Bomb Threat</i>	<p>Physical or psychological injury could occur to staff, students, visitors or</p>	<ul style="list-style-type: none"> • Ensure each phone has a Bomb Threat Checklist available. 	Severe	Possible	Extreme	

	<p>contractors if threatened or physically assaulted by an intruder.</p> <p>There is a risk that property could be damaged.</p>	<ul style="list-style-type: none"> Schedule and practice emergency evacuation drills on a regular basis. Implement and follow Bomb Threat response procedure (located in EMP). 				
<p>School Bus accident/Vehicle Incident</p>	<p>Risk of injury.</p> <p>Risk of property damage or property loss.</p>	<ul style="list-style-type: none"> Ensure drivers are provided with suitable first aid kits, reflective vests and emergency contact numbers for the vehicle. Ensure drivers have a valid driver's licence. Drivers should check adverse weather conditions e.g. floods, bushfires (check CFA website), and road closures prior to leaving and if necessary postpone the trip. 	Major	Possible	High	
<p>Pandemics and communicable diseases</p>	<p>Physical or psychological injury could occur to staff, visitors or contractors.</p>	<ul style="list-style-type: none"> Ensure relevant staff are familiar with DET's Pandemic Incident Response Procedures including the School Influenza Pandemic Response Plan template Ensure basic hygiene measures are in place and posters are displayed at the beginning of flu season (April) 	Severe	Unlikely	High	

		<ul style="list-style-type: none"> • Ensure there is convenient access to water and liquid soap and/or alcohol-based sanitiser • Ensure staff and children are educated about covering their cough to prevent the spread of germs. 				
Major medical emergency	Risk of death/injury	<ul style="list-style-type: none"> • First Aid Officer is appointed and training is up-to-date. • First Aid Officers are aware of and follow DET's First Aid and Infection Control Procedure. • Staff are aware of emergency procedures. 	Major	Possible	High	
Hazardous substance release: inside and outside facility grounds	Exposure to certain liquids or gases may be hazardous to health.	<ul style="list-style-type: none"> • Follow DET's Chemical Management Procedures. • Develop and implement safe work procedures for handling chemicals. • Schedule and practice emergency evacuation drills on a regular basis. • Ensure EMP is up-to-date. • Obtain Material Safety Data Sheets (MSDS) for all Dangerous Goods and Hazardous Substances on-site from the supplier/manufacturer or 	Major	Unlikely	Medium	

		Chemwatch (edumail username and password required).				
Off-site emergencies	Risk of injury to staff and students in the event that an emergency occurs offsite at an excursion, professional development day, camp or other offsite activity.	<ul style="list-style-type: none"> • Complete the Student Activity Locator. • Adhere to the Guidelines for Outdoor Education. • Staff should follow DET's Work-related driving procedure. 	Major	Possible	High	

INCIDENT MANAGEMENT TEAM



IMT Member	Name of staff member and contact details	Name of 'Back up' staff member and contact details
Incident Controller (Chief Warden)		
Communications Officer		
Planning Officer		
Operations Officer (Area Warden)		
Logistics (Warden)		
First Aid Officer		

IMT RESPONSIBILITIES

Incident Controller – Shaun McClare

Pre-emergency

- Maintain a current register of IMT members.
- Replace IMT members when a position becomes vacant.
- Conduct regular exercises.
- Ensure the emergency response procedures are kept up-to-date.
- Coordinate meetings of the IMT as appropriate.
- Attend training and emergency exercises, as required.

During emergency

- Attend the emergency control point.
- Ascertain the nature and scope of the emergency.
- Ensure the appropriate response has been actioned.
- Ensure that the emergency services have been notified.
- Establish communications with Operations Officer (Area Warden).
- Initiate evacuation of affected areas if necessary.
- Brief the incoming emergency services and respond to their requests.
- Report to the Department's Security Services Unit (SSU) on 9589 6266.

Post-emergency

- When the incident is rendered safe or the emergency services returns control, notify the IMT members to have staff and students return to the school.
- Organise a debrief with the IMT and, where appropriate, with any attending Emergency Service.
- Compile a report for the IMT and notify SSU and the region.

Communications Officer

Pre-emergency

- Ensure communications officer is trained in the use of the school's communication system.
- Maintain records and logbooks and make them available for emergency response.
- Ensure emergency contact details are up-to-date.
- Attend training and emergency exercises.

During emergency

- Ascertain the nature and location of the emergency.
- Confirm that emergency services have been notified.
- Notify appropriate IMT members.
- Transmit instructions and information.
- Record a log of the events that occurred during the emergency.
- Act as directed by the Incident Controller.

Post-emergency

- Collate records of events during the emergency for the debrief and ensure they are secured for future reference.
- Contact parents, as required.

Planning Officer

Pre-emergency

- Plan for resources required.
- Attend training and emergency exercises.
- Attend meetings of the IMT as appropriate.

During emergency

- Attend the emergency control point.
- Ascertain the nature and scope of the emergency.
- Act as directed by the Incident Controller.

Post-emergency

- Collect and evaluate information related to development of incidents.
- Identify recovery needs and develop a recovery plan (if required).

Logistics (Warden)

Pre-emergency

- 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).
- Attend training and emergency exercises.

During emergency

Persons selected as logistics officer (wardens) shall carry out activities as set out in the emergency response procedures and as directed by the operations officer (area warden).

Activities may include the following:

- Operate the communication system in place.
- Check that any fire doors and smoke doors are properly closed.
- 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.

Post-emergency

- Compile report of the actions taken during the emergency for the debrief.

Operations Officer (Area Warden)

Pre-emergency

- Report on deficiencies of emergency equipment.
- Ensure logistics officer (wardens) have communicated the emergency response procedures to all occupants within their nominated areas.
- Ensure that occupants are aware of the identity of their logistics officer (wardens).
- 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.
- Attend training and emergency exercises.
- Ensure IMT identification is available.

During emergency

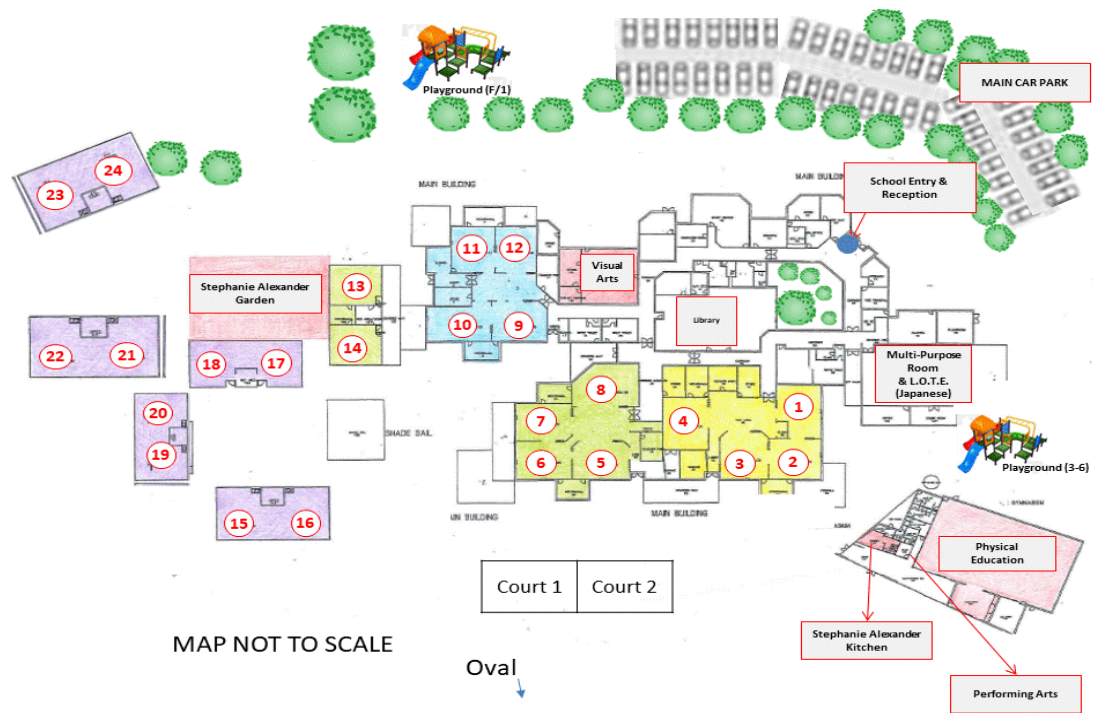
On hearing the alarm or on becoming aware of an emergency, the operations officer (area wardens) shall take the following actions:

- Implement the emergency response procedure for their floor or area.
- Ensure that the appropriate emergency service has been 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.
- Communicate with the Incident Controller by whatever means available and act on instructions.
- Co-opt persons as required to assist a logistics officer (wardens) during an emergency.
- Confirm that the activities logistics officer (wardens) have been completed and report this to the Incident Controller or a senior officer of the attending .Emergency Services in the Incident Controller is not contactable.

Post-emergency

- Compile report of the actions taken during the emergency for debriefing.

AREA MAP AND EVACUATION DIAGRAM



insert red evacuation arrows

ON-SITE EVACUATION PROCEDURE

If it is unsafe for students, staff and visitors to remain inside the building, the school will be evacuated. Incident Controller (Chief Warden) on site will take charge and determines who does what (activate your Incident Management Team).

- Call 000.
- Inform emergency services of the nature of the emergency (e.g. “There is smoke in the building”).
- Report to Security Services Unit **1800 126 126** and also seek advice from the NEV Regional Office.
- If the decision to evacuate is made, evacuate staff, students and visitors out of the building; to the Basketball Courts.
- Take the students’ attendance list, staff and visitors on-site list and the Emergency First Aid Kit.
- Once at assembly area, check all students, staff and visitors are accounted for.
- Wait for emergency services to arrive or provide further information.

OFF-SITE EVACUATION PROCEDURE

If it is unsafe for students, staff and visitors to remain inside the building, the school will be evacuated. The Incident Controller (Chief Warden) on site will take charge and determine who does what (activate your Incident Management Team).

- Call 000.
- Inform emergency services of the nature of the emergency (e.g. “There is smoke in the building”).
- If the decision to evacuate is made, evacuate staff, students and visitors out of the building to Ainslie Park
- Take the students’ attendance list, staff and visitors on-site list and the Emergency First Aid Kit.
- Once at assembly area, check all students, staff and visitors are accounted for.
- Wait for emergency services to arrive or provide further information.

LOCKDOWN PROCEDURE

The following lockdown procedures will be used when an external and immediate danger is identified and it is determined that the students should be secure inside the building for their own safety.

- Incident Controller activates the Incident Management Team.
- Announce the lockdown and provide instructions to staff e.g. close internal doors and windows, sit below window level or move into corridors.
- Advise Victoria Police and other appropriate emergency service agencies.
- Check that all external doors are locked.
- If available, allocate staff to be posted at locked doors to allow students, staff and visitors to enter if locked out.
- Advise ISOC (24 hour, 7 days) on 1800 126 126.
- Divert parents and returning groups from the school.
- 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 possible, have a delegated staff member wait at the main entry to the school to guide Emergency Services personnel.
- Ascertain (as possible) if all students, staff and visitors are accounted for.
- Record some details of actions undertaken and times (use the Post-Emergency Record).
- Await de-activation advice from emergency services personnel (if appropriate).
- De-activate lockdown using predetermined de-activation signal.

Actions after lockdown

- Confirm with Emergency Service personnel that it is safe to de-activate lockdown.
- Determine whether to activate the parent re-unification process.
- Determine if there is any specific information staff, students and visitors need to know (e.g. areas of the facility to avoid or parent reunification process).
- Ensure any students, staff or visitors with medical or other needs are supported.
- Print and issue pre-prepared parent letters and give these to children to take home.
- Advise the Security Services Unit that the lockdown is over (Government schools only).
- Follow up with any students, staff or visitors who need support. Ensure all staff are made aware of Employee Assistance Program contact details.
- Seek support from the Manager, Operations and Emergency Management at the region as required.
- Prepare and maintain records and documentation.
- Undertake operational debrief to review the lockdown and procedural changes that may be required.

LOCKOUT PROCEDURES

The following lockout procedure will be used when an internal immediate danger is identified and it is determined that students should be excluded from buildings for their safety.

- Incident Controller activates Incident Management Team.
- Announce lockout with instructions about what is required. Instructions may include nominating staff to:
 - lock doors to prevent entry
 - check the premises for anyone left inside.
 - obtain Emergency Kit
- Contact emergency services.
- Go to the designated assembly area.
- Check that students, staff and visitors are all accounted for.

Actions after lockout

- Determine whether to activate the parent re-unification process.
- Determine if there is any specific information staff, students and visitors need to know (e.g. areas of the facility to avoid or parent reunification process).
- Ensure any students, staff or visitors with medical or other needs are supported.
- Print and issue pre-prepared parent letters and give these to children to take home.
- Advise the SSU that the lockout is over (Government schools only).
- Follow up with any students, staff or visitors who need support. Ensure all personnel are made aware of Employee Assistance Program contact details.
- Seek support from the regions Manager, Operations and Emergency Management as required.
- Prepare and maintain records and documentation.
- Undertake operational debrief to review the lockout and procedural changes that may be required.

SHELTER-IN-PLACE PROCEDURES

The following Shelter-in-place procedure will be considered when an event takes place outside of the school and emergency services determine the safest course of action is to keep students and staff inside a designated building in the school until the external event is handled.

If a shelter-in-place action is determined:

- Incident Controller activates the Incident Management Team.
- Move all students, staff and visitors to the pre-determined shelter-in-place area.
- Obtain emergency kit.
- Notify parents if the shelter-in-place is going to extend beyond the school day
- Advise ISOC (24 hour, 7 days) on 1800 126 126.
- Advise the Manager, Operations and Emergency Management at the region.

EMERGENCY RESPONSE PROCEDURES (SPECIFIC EMERGENCIES)

FIRE

- Report the outbreak of fire immediately to the Incident Controller (Chief Warden).
- Remain calm and activate the fire alarm.
- Phone **000** to notify the fire brigade.
- Extinguish the fire (**only if safe to do so**).
- If threat exists evacuate the room/s, to the grassed area adjoining Brentnall Road closing all doors and windows.
- Check that all areas have been cleared and notify the Incident Controller.
- Check students, staff, visitors and contractors are accounted for.
- Report to the Department's Security Services Unit on 9589 6266.

BUSHFIRE/GRASS FIRE

- Identify which buildings need to be evacuated in the case of a fire. Do not stay in portable/demountable buildings.
- Phone **000** to notify the Fire Brigade.
- If threat exists decide appropriate action e.g. move to shelter-in-place or evacuate the room/s, closing all doors and windows.
- Turn off power and gas.
- Check that all students, staff and visitors (including contractors) are accounted for.
- Listen to local radio or TV on battery-powered sets for bushfire/weather warnings and advice.
- Ensure staff/students do not hinder Emergency Services or put themselves at risk by going near damaged buildings or trees.
- Report to DET Security Services Unit on 9589 6266.
- Contact the region for advice and support, as appropriate.
- Direct all Media enquiries to DET Media Unit on 9637 2871.

SEVERE WEATHER /STORMS AND FLOODING

- Store or secure loose items external to the building, such as outdoor furniture.
- Secure windows (close curtains & blinds) and external doors. If necessary, tape windows and glass entrances. Utilise boards and sandbags if required.
- Protect valuables and disconnect electrical equipment – cover and/or move this equipment away from windows.
- During a severe storm, remain in the building and keep away from windows. Restrict the use of telephone landlines to emergency calls only.
- After storm passes, evaluate the need to evacuate if uncontrolled fires, gas leaks, or structural damage has occurred as a result of the storm.
- Report to the Incident Controller (Chief Warden) regarding the status of children, staff and visitors safety.
- Report to DET Security Services Unit on 9589 6266.
- Direct all media enquiries to DET Media Unit on 9637 2871.

PANDEMIC (including Influenza)

- Be aware of DET Pandemic Incident Response Procedures (the Influenza Pandemic Actions at Appendix E)
- Ensure basic hygiene measures are in place
- Provide convenient access to water and liquid soap and/or alcohol-based sanitiser.
- Educate staff and students about covering their cough to prevent the spread of germs.
- Stay alert and follow the instructions of DET and the Department of Health (including the Chief Health Officer).
- If a pandemic is declared, report all confirmed cases of influenza to the Security Services Unit on 9589 6266 and the Manager, Operations and Emergency Management in your region.

- Contact your region for school closures policy information if required.
- Direct all media enquiries to DET Media Unit on 9637 2871.
- Be prepared for multiple waves.

BOMB/CHEMICAL THREAT

- If a bomb/chemical threat is received by telephone:
 - **stay calm**
 - **do not** hang up
 - refer to the bomb threat checklist.
- If a bomb/chemical threat is received by mail:
 - avoid handling of the letter or envelope
 - place the letter in a clear bag or sleeve
 - inform the Police immediately.
- If a bomb/chemical threat is received electronically or through the school's website:
 - do not delete the message
 - contact police immediately.
- Ensure doors are left open.
- Do not touch any suspicious objects found.
- If a suspicious object is found or if the threat specifically identified a given area, then evacuation may be considered.

Bomb/substance threat checklist

This checklist should be held by persons who regularly accept incoming telephone calls.

KEEP CALM

CALL TAKER		CALL TAKEN	
Name		Date/Time:	
Telephone #		Duration of call	
Signature		Number of caller	

Complete the following for a BOMB THREAT

QUESTIONS	RESPONSES
When is the bomb going to explode?	
Where did you put the bomb?	
What does the bomb look like?	
What kind of bomb is it?	
What will make the bomb explode?	
Did you place the bomb?	
What is your name?	
Where are you going?	
What is your address?	

Complete the following for a SUBSTANCE THREAT

QUESTIONS	RESPONSES
When will the substance be released?	
Where is it?	
What does it look like?	
When did you put it there?	
How will the substance be released?	
Is the substance a liquid, powder or gas?	
Did you put it there?	

CHARACTERISTICS OF THE CALLER	
Sex of caller	
Estimated age	
Accent if any	
Speech impediments	
Voice (loud, soft, etc)	
Speech (fast, slow etc)	
Dictation (clear, muffled, etc)	
Manner (calm, emotional, etc)	
Did you recognise the voice?	
If so, who do you think it was?	
Was the caller familiar with the area?	

LANGUAGE	
<input type="checkbox"/> Abusive	<input type="checkbox"/> Taped
<input type="checkbox"/> Well Spoken	<input type="checkbox"/> Irrational
<input type="checkbox"/> Incoherent	<input type="checkbox"/> Message read by caller
<input type="checkbox"/> Other (Specify)	

BACKGROUND NOISE	
<input type="checkbox"/> Music	<input type="checkbox"/> Local call
<input type="checkbox"/> Machinery	<input type="checkbox"/> Long Distance Call
<input type="checkbox"/> Aircraft	<input type="checkbox"/> Other (specify)

EXACT WORDING OF THREAT

ACTIONS	
REPORT CALL TO:	
ACTIONS:	

MAJOR EXTERNAL EMISSIONS/SPILL (includes gas leaks)

- Notify the Incident Controller (Chief Warden).
- Call the Fire Brigade by dialling 000.
- Turn off gas supply.
- If it's a gas leak onsite, notify your gas provider (number can be found on the emergency numbers and Key contacts page).
- Evacuate staff, students, visitors (including contractors) to Ainslie Park. This may be an offsite location.
- Check staff, students and visitors are accounted for.
- Report to the Departments Security Services Unit on 9589 6266.
- Contact the Region for advice and support, as appropriate.
- Direct all Media enquiries to the Department's Media Unit on 9637 2871.
- Await 'all clear' or further advice before resuming normal school activities.

INTERNAL EMISSION/SPILL (e.g. chemical spill in the Science Lab or cleaners storeroom)

- Move staff/students away from the spill to a safe area.
- If safe to do so, the spill can be cleaned up by staff. Personal Protective Equipment should be worn as per the requirements of the Material Safety Data Sheet and Safety Work Procedure.
- Contact the Fire Brigade if the nature of the emission/spill is unknown or it is unsafe to manage.
- Notify WorkSafe Victoria if required (refer to Notifiable Incidents to WorkSafe Flowchart).
- Report on [eduSafe](#).

EARTHQUAKE

- Don't panic.

If outside

Instruct staff and students to:

- Stay outside and move away from buildings, streetlights and utility wires.
- **DROP, COVER and HOLD**
- DROP to the ground
- Take COVER by covering your head and neck with their arms and hands
- HOLD on until the shaking stops.

If inside

Instruct staff and students to:

- Move away from windows, heavy objects, shelves etc.
- DROP, COVER and HOLD
- DROP to the ground.
- Take COVER by getting under a sturdy table or other piece of furniture or go into the corner of the building covering their faces and head in their arms.
- HOLD on until the shaking stops.

After the earthquake

- Evaluate the need to evacuate if there are uncontrolled fires, gas leaks or structural damage to the building you are in.
- If you evacuate, watch out for fallen trees, power lines, and stay clear of any structures that may collapse.
- Arrange medical assistance where required.
- Help others if you can.
- Report the status of staff, student and visitor safety to the Incident Controller (Chief Warden).
- Tune in to ABC radio if you can and follow any emergency instructions.
- If the school property is damaged and it is OK to do so, take notes and photographs for insurance purposes.

MEDICAL EMERGENCY

- Check for any threatening situation and remove or control it (if safe to do so).
- Remain with the casualty and provide appropriate support.
- Notify First Aid Officer.
- Notify the Incident Controller (Chief Warden).
- Notify the ambulance by dialling "000".
- Designate someone to meet and direct the ambulance to the location of the casualty.
- Try not to leave the casualty alone unless emergency help arrives.
- Do not move the casualty unless exposed to a life threatening situation.
- Report to the DET Security Services Unit on 9589 6266.
- For non-student related medical emergency report on [eduSafe](#).

INTRUDER/PERSONAL THREAT

- Notify the Incident Controller (Chief Warden).
- Notify the police by dialling '000' and requesting assistance.
- 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 if evacuation or lockdown is required. Evacuation only should be considered if safe to do so.
- Report to DET's Security Services Unit on 9589 6266.

Emergency drills / training schedule

Quarter	Training Event	Person Responsible	Date(s) completed
Term 1	e.g. Emergency Evacuation Onsite	Shaun McClare	
Term 1	e.g. Incident Management Team Training	Shaun McClare	
Term 2	e.g. Lockdown (on-site)	Shaun McClare	
Term 3	e.g. Emergency Evacuation Offsite	Shaun McClare	
Term 4	e.g. Lockout Drill	Shaun McClare	

APPENDIX A: Students and Staff with Special Needs

Sensitive medical details and/or information of staff and students should be retained by the school for internal use only and not be distributed.

APPENDIX B: List of Students Enrolled at Kalinda PS

Sensitive medical details and/or information of staff and students should be retained by the school for internal use only and not be distributed.

APPENDIX D: Emergency drill/exercise 'observer' record

Item	Yes	No
	✓	✓
Were emergency services briefed on exercise prior to exercise being started?		
Did the person discovering the emergency alert the other occupants?		
Was the alarm activated?		
Was the emergency service notified promptly?		
Was Security Services Unit notified promptly (if appropriate)?		
Did staff direct persons from the building/site per the evacuation procedures?		
Were isolated areas searched?		
Was the evacuation logical and methodical?		
Did someone take charge? If yes, who?		
Did occupants act as per instructions?		
Was a roll call conducted for:		
Students		
Staff		
Visitors (including contractors and volunteers)		
Was someone appointed to liaise with the emergency service/s?		
Was someone appointed to liaise with the parents/community?		
Was the emergency service given the correct information?		
Did anyone re-enter the premises before the "all clear" was given?		
Did anyone refuse to leave the building/site?		
Area of Emergency plan tested by current exercise:		

APPENDIX E: Emergency kit checklist

Have you:	✓
Student Data	
Student and staff with special needs list	
Child Release Forms/sign out book	
Staff Data	
List of staff with emergency management or training skills	
Traffic safety vest and tabards	
Keys	
Standard portable First Aid kit. Refer to First Aid Kits Contents Checklist	
A charged mobile phone	
Torch with replacement batteries (or wind up torch)	
A megaphone	
Portable battery powered radio	
Copy of facility site plan and evacuation routes	
Sunscreen and spare sunhats	
Whistle	
Plastic garbage bags and ties	
Toiletry supplies	
Other	

APPENDIX F: Post-emergency record

Facility	
Date	
Time Of Notification	
Name Of Person Taking The Call	
Position	
Name Of Person Reporting The Incident	
Contact Telephone Number	
Details	
Immediate Action	<p>Incident Controller notified: YES / NO Time _____</p> <p>Other staff notified: YES / NO Time _____</p> <p>Emergency Services notified: YES / NO Time _____</p> <p>Region and SSU notified: YES / NO Time _____</p>
Major Activities	
Issues	<p>Operational Debriefing Required: YES / NO Date/Time: _____</p> <p>Person Responsible to organise: _____</p> <p>Confirmation of Operational Briefing: Date/Time: _____</p> <p>Issues for Follow up action:</p>
Signature	
Date	

APPENDIX G: Influenza Pandemic Actions

For more detail, refer to DET Pandemic Incident Response Procedures

STAGE 1 PREPAREDNESS AND STAGE 2 STANDBY

Remain alert to the risks of an influenza pandemic; Prepare to commence enhanced arrangements and increased vigilance for case detection.

Response Category	Actions	Comments
Emergency Management plan preparation	<ul style="list-style-type: none"> • In April, ensure emergency management plans are up to date and pandemic planning arrangements are included. • Ensure contact lists of staff, students, families, local services – Department of Health, Department of Human Services, Local Government Emergency Management Coordinators are up to date. • Ensure your call tree of key staff is circulated along with nominated school Incident Management Team members. • Prepare to enact pandemic section of emergency management plan with stakeholders and school Incident Management Team. • Identify minimum requirements and key staff for continued school operations (including planning for the absence of the principal and school council). 	
Hygiene measures	<ul style="list-style-type: none"> • Promote basic hygiene measures within schools (posters are provided every April by the Emergency Management Division, Regional Services Group) including: <ul style="list-style-type: none"> ○ Regular hand washing with soap and water ○ Appropriate home-based exclusion from school among children with flu-like illness and their non-school-aged carers and siblings ○ Covering mouth with a tissue when coughing or sneezing ○ Careful disposal of used tissues. • Provide students, faculty and staff with information about the importance of hand hygiene (see http://www.betterhealth.vic.gov.au/bhcv2/bhcarticles.nsf/pages/handwashing_why_it's_important) • Provide convenient access to water and liquid soap and/or alcohol-based hand sanitiser. 	

	<ul style="list-style-type: none"> • Educate employees and students about covering their cough to prevent the spread of germs (see the germ stopper posters developed by DET). • Communicate the risk of influenza and how to identify cases of possible influenza based on the current up to date case definition by the Chief Health Officer, DHHS. 	
Travel	<ul style="list-style-type: none"> • Follow the advice of the Department of Foreign Affairs and Trade at http://smartraveller.gov.au/zw-cgi/view/Advice/ • Where appropriate, implement procedures to repatriate Australian students who are overseas if there is a risk of travel restrictions and overseas border closures, or risk of pandemic in a nearby country. • For international students studying in Australia, provide advice to students and their parents that in the event of an increased influenza pandemic risk, students may be sent home and, if travel restrictions apply, how the school will meet its duty-of-care obligations, etc. 	
Communications	<ul style="list-style-type: none"> • In April, ensure hygiene information eg posters provided by the Emergency Management Division, Regional Services Group (central office) are displayed. • In late autumn/early winter hold briefings with school staff, students and parents (as appropriate) about: <ul style="list-style-type: none"> ○ influenza symptoms ○ best practice hygiene measures ○ vulnerable children. • Follow Department of Department of Health and Human Services (DHHS) advice provided by DET and distribute consistent messaging to staff, students and parents/carers, etc. • Communicate status/situation, personal hygiene measures, availability of vaccinations and travel messages to staff, students and parents/carers as appropriate (especially those people/families at a greater risk of infection). • School Nursing Program nurses may assist with information dissemination (provided by the Department of Health) as directed by Regional Nurse Managers (based at regional offices). • Prepare sample letters for parents for next stage with advice from DET (if required). • Direct media queries to the DET media unit on 9637 2871. 	

STAGE 3 RESPONSE

Pandemic declared. Minimise transmission, minimise mortality and morbidity, maintain essential services and inform, engage and empower the public.

Response Category	Proposed Actions	Comments
Emergency management plan enactment	<ul style="list-style-type: none"> • Enact emergency management plans where necessary. • Activate school Incident Management Team. 	
Containment	<ul style="list-style-type: none"> • Follow the advice of the DHHS and DET regarding containment activities and exclusion periods for infectious diseases. • Help lower risk of exposure by reducing non-essential school interactions and minimising attendance at mass gatherings such as sports days and school fetes. • If required, identify a designated area to keep sick students quarantined from the general school population until they can be taken home by parents. • School nurses may be asked to assist the DHHS in the distribution of antiviral medication at the direction of Regional Nurse Managers (based in regions). 	
Outbreak management	<ul style="list-style-type: none"> • Report confirmed incidents of influenza via ISOC Unit on 1800 126 126 • <i>You will be advised of any additional reporting requirements by DET and/or the DHHS.</i> 	
Management of school workforce	<ul style="list-style-type: none"> • Encourage staff who develop flu-like symptoms during a pandemic to stay away from school until completely well. • Ensure staff who develop influenza-like illness at school leave immediately and seek medical attention. 	
School closures	<ul style="list-style-type: none"> • Contact your Regional Director regarding schools closure policy. • Schools, if required, may be closed by: <ul style="list-style-type: none"> ○ the Regional Director in consultation with the Chief Health Officer, Department of Health ○ the school council, with the approval of the Regional Director. 	

	<ul style="list-style-type: none"> • If required to close, advise the ISOC Unit on 1800 126 126 and the Manager, Operations and Emergency Management in your region. • Inform teachers of their obligations during school closures. • For students at home, provide access to educational materials including online learning. 	
Travel	<ul style="list-style-type: none"> • Follow the advice of the Federal Government Department of Health and the Department of Foreign Affairs and Trade at http://smartraveller.gov.au/zw-cgi/view/Advice/ 	
Communications	<ul style="list-style-type: none"> • Follow the advice from DET and distribute information about individual protective measures and school cleaning procedures. • Communicate status/situation, personal hygiene measures, containment measures (if necessary), availability of vaccinations and travel messages to staff, students and parents/carers as appropriate (especially those people/families at a greater risk of infection). • School Nursing Program nurses may assist with information dissemination as directed by Regional Nurse Managers (based at Regional Offices). • Communicate plans for closure if applicable and send letters to staff, parents and carers as appropriate. • Direct media queries to the DET media unit on 9637 2871. 	

STAGE 4 STAND DOWN

Response Category	Proposed Actions	Comments
Emergency management plan review	<ul style="list-style-type: none"> • Develop a recovery plan to help regain education of students and stabilize families and the community including: <ul style="list-style-type: none"> ○ staff availability ○ procedures to re-open (if applicable) ○ provision of counselling to students and staff (if required) ○ monitoring cumulative effects of pandemic and identifying and supporting those who may need assistance. • Replenish personal protective equipment (if required). • Incident controller to de-activate Incident Management Team and conduct final debrief/s. • Review effectiveness of Emergency Management Plans and update as appropriate – involve relevant staff and others eg school nurses. • Be aware that multiple waves of the virus may occur and that review and revision of the plan may be required between waves. 	
Travel	<ul style="list-style-type: none"> • Continue to follow advice of Department of Foreign Affairs and Trade at http://smartraveller.gov.au/zw-cgi/view/Advice/ 	
Communications	<ul style="list-style-type: none"> • Communicate status of situation to staff and parents/carers including supports that may be available. 	