



FIRE SAFETY POLICY AND EMERGENCY EVACUATION PROCEDURES

Fire Safety Policy and Emergency Evacuation Procedures

This document sets the policy on how the regulations are interpreted at our College.

Fire Safety

Collingham has established a fire safety policy and procedures which are designed to protect students, staff and visitors and college assets. The effectiveness of these policies depends not only on physical precautions designed to prevent the occurrence and spread of fire, but also on the co-operation of every member of staff, student and visitor.

Compliance with fire safety policies and procedures is a legal requirement. All staff will have duties and responsibilities in respect of fire safety. Ultimate responsibility for this policy rests with the employer. The College Board of Directors will look to the Principal to ensure that the Fire Safety Policy and the Fire Safety Procedures are effectively applied and brought to the attention of their staff and are observed by them at all times. As with all matters relating to health and safety, the senior leadership team (SLT) and Heads of Departments have devolved responsibility for the application of this Fire Safety Policy.

The Government published the Regulatory Reform (Fire Safety) Order in 2005. It applies to the vast majority of premises. The fire safety arrangements at Collingham have been dictated by the provisions of the Fire Safety Acts, where, in such premises, there are at any one time either:

1. more than twenty people at work; or
2. more than ten people at work elsewhere than on the ground floor, then the owner or occupier of the premises is required to apply for a fire certificate.

Responsible Persons

The Regulatory (Fire Safety) Reform Order 2005 states the meaning of 'Responsible Person' as being:

- the employer, if the workplace is to any extent under his control; or
- the person who has control of the premises (as occupier or otherwise) in connection with carrying out their trade, business, or undertaking.

The Main requirements of the above legislation include:

- Fire risk assessment and fire precautions to minimise the risk of fire
- Design of buildings to prevent the spread of fire
- Means of detection and giving warning in the event of fire
- The provision and maintenance of means of escape
- Emergency evacuation procedures and means of fighting a fire
- The training of staff in fire safety and the management of fire safety

The main objectives of our college Fire Policy are:

- to safeguard persons who may be affected by fire at any of the college premises;
- to safeguard the physical assets of the college, its staff, students and visitors;
- to reduce the incidence of fires;
- to minimise the potential for fire to disrupt the work of the college;
- to minimise the incidence of unwanted fire alarm signals and false alarms and
- to protect the environment.

The Board of Directors have undertaken a fire risk assessment in accordance with the Fire Precautions Workplace Regulations 1997 (amended 1999). The Health & Safety Manager ensures compliance and this is viewed as a minimum standard to be achieved. The Principal will ensure, on behalf of the Board of Directors, any further modifications required as a result in changes in legislation or established best practice are approved by the local fire authority. In accordance with legislation, there is an annual Health and Safety Audit which includes Fire Risk assessment.

In compliance with both regulations and best practice, the Board of Directors have ensured that:

- all fire call points are identified and weekly call point tests (different call point every week) undertaken and recorded;
- adequate and suitable fire extinguishing appliances are provided and maintained;
- suitable means of fire detection and signalling of the presence of fire is provided and maintained;

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- adequate means of escape are provided and maintained;
- suitable signs designating fire fighting equipment and means of escape are provided and maintained;
- a fire logbook is provided and maintained;
- fire training is provided to employees;
- evacuation drills are undertaken at both buildings at least termly and the results recorded;
- suitable fire procedures are published in respect of:
 - Action to be taken on discovering a fire.
 - Action to be taken on hearing the alarm.
 - Responsibility of key personnel in the event of a fire.

The Management of Fire Safety

The Principal, and Health and Safety Manager (James Allder) are responsible for the ongoing management and maintenance of fire safety arrangements within the areas that come under their control. This will include ensuring that:

- a sufficient number of College Fire Wardens are appointed;
- all appointed Fire Wardens are appropriately trained;
- all staff, students, contractors and visitors are made aware of basic fire safety procedures and familiar with this policy;
- fire emergency practices or fire drills are carried out each college term, to familiarise staff, students and other users of the college with the college evacuation procedures in the event of a fire emergency. Records of fire drills including timings are kept in the Log Book in the College Office. Students are not warned of an impending practice.
- all means of escape are kept clear of obstructions, and free of combustible material and any potential sources of ignition;
- good standards of housekeeping are maintained at all times;
- all statutory instructions relating to fire doors are observed;
- any defects with the fire alarm system, emergency lighting, fire doors, portable fire extinguishers or fire signs etc. are reported to the appropriate persons;
- any incidents of fire are reported;
- regular health and safety inspections are carried out by the H&S Manager;
- advice is taken from appropriate specialist advisors;
- escape routes are clearly labelled and lead to a safe assembly point;
- every room has prominently displayed clear notices describing the action to be taken;
- clear and prominent signage directs visitors to the nearest evacuation route;
- it is made clear that the evacuation and safety of visitors and contractors will be the responsibility of the person who they are visiting;
- the Fire Warden for each floor checks that areas are evacuated and is on hand to assist those with a disability;
- arrangements are in place for summoning the Fire Brigade;
- the designated assembly point is at a safe distance from the building and not on a route which may be used by the emergency services;
- a head count is taken and there is a visitors' book;
- the alarm system is tested weekly and is audible in every part of the premises;
- the emergency lighting is tested monthly and records maintained;
- the alarm is never switched off and is routinely serviced;
- all the fire-fighting equipment is recommended by the Fire services and checked on a regular basis;
- electrical equipment is regularly checked and maintained by an approved electrician;
- regulations concerning the control and storage of flammable liquids are followed; and
- all appropriate risk assessments are in place and checked by the H&S Manager.

The College has:

- Fire Safety Policy and Procedures
- Fire Safety Audit
- Evacuation Procedures

In accordance with statutory requirements there is an annual fire safety audit which includes checking all fire-fighting equipment by an approved contractor and records maintained.

Responsibility of Staff

The effectiveness of the Fire Safety Policy will depend on the full co-operation of every member of staff, without exception. Co-operation should be encouraged from the highest level. Complying with the fire safety procedures should be regarded as a basic duty by all the staff and an essential obligation for all Officers with management responsibility. The Principal (or Vice Principal in the absence of the Principal) will be responsible for coordinating the fire evacuation of 23 Collingham Gardens in the event of a fire emergency. James Allder (or in his absence Alice Allan/ Jami Kemp) will be responsible for coordinating the fire evacuation of Young Street in the event of a fire emergency

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Fire Wardens

Fire Warden training should be made role-specific, to include:

- how and when to check areas to ensure that people have evacuated;
- understanding of the Sweep system used;
- an overview of the College's emergency plan including the role of the First Response Team and Fire Wardens;
- the location of the 'Control' and 'Assembly' Points.
- understanding of the fire detection and alarm system and the fire equipment available.
- reporting procedures for non-compliant issues.

Fire Drill

Staff are also informed of the location of the fire extinguishers. All employees and voluntary helpers are provided with a personal copy of the fire drill procedures including:

- evacuation from the premises;
- exit routes;
- checking the students are present;
- their responsibilities regarding the students they are supervising.

Execution

Our fire safety policy regime mirrors closely the Collingham Health and Safety Policy (H&S) systems and procedures. Fire safety is by definition a subset of the current H&S systems and procedures. Our College's H&S Policy includes a statement that the Board of Directors of the College have a duty to take reasonable precautions to safeguard the lives of employees and other visitors. In this case students at our college are included as employees rather than visitors to the site. Responsibilities are as follows:

	Tasks
Board of Directors	Responsible in law for what happens on the premises
Responsible Person (Principal)	Plans, implements, monitors and reviews the policy
Health & Safety Manager (James Allder)	Assists the Responsible Person in the Management of H&S including fire precautions
Health & Safety Manager Assistants (Chris Burrell and Michael Peat)	Assists the HSM in the Management of H&S including fire precautions
Employees	Comply with H&S policy and take reasonable steps to protect themselves and colleagues at work
Visitors	Should be briefed on any H&S issues that will affect them, as required when they are on site

Risk Assessment. The Responsible Person produces the risk assessment for the purpose of identifying the general fire precautions that he needs to take. The Risk Assessment is based on an understanding of the relevant legislation, guidance and good practice in the fire prevention field. The overall risk has been assessed and agreed with the Registered Fire Safety Advisor.

Design of Fire Alarm Systems

The Principal and Deputy Principal will also be responsible for the weekly testing of the fire alarm systems with the college's main building. James Allder will be responsible for the weekly testing fire alarm systems with both the college's buildings. Emergency lighting is checked every month in both buildings. The system is tested by Chris Burrell at A level and James Allder at GCSE.

Maintenance of Fire Alarm Systems

The Principal and Deputy Principal will be responsible for ensuring the ongoing maintenance of all the college's fire alarm systems, within the college buildings.

Fire Precautions Maintenance

The following arrangements have been made for maintenance:

	Item	By whom
Ongoing	Check signage, Tamper tags on fire extinguishers, ensure that fire doors are not wedged open. Fire exit checks.	YS HSM (JA) CG HSM assistant JA

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Weekly	Test fire panels and alarm	YS HSM (JA) CG CB MP
Monthly	Test emergency lighting	YS HSM (JA) CG CB MP
Termly	Test fire panels and emergency lighting	YS HSM (JA) CG CB MP
6 months	Fire alarm is serviced AOV at YS serviced	External Contractor External Contractor
Annually	Test all fire extinguishers, check all fire blankets. Replace any missing fire evacuation signs. Emergency Lighting annual check	External Contractor CB

Smoking

Smoking can be a major source of fires. Smoking on all of the college's premises is prohibited.

Training

The Health and Safety Manager will arrange annual training for staff.

Practice Evacuation

There will be a practice evacuation each term. The aim of the practices is to familiarise students and staff with evacuation procedures. A full evacuation is considered successful when a building is evacuated within 4 minutes. The HSM will set off the fire panel and monitor the time it takes to evacuate the buildings. These details are to be passed to the Responsible Person for record keeping purposes. The following practices should occur **every term**:

	Detail	By whom
Whole College	One daytime evacuation practice per term	YS James Alder CG The HSM (JA), in conjunction with the Principal

Collingham has an Emergency Evacuation Plan which forms an appendix to this policy.

Overview of hazards, people at risk, level of risk, records and review

Identification of hazards.

- **Sources of ignition.** Sources of ignition include: electrical sockets and equipment; maintenance; items covered under CoSHH; and specific rooms such as science laboratories, boiler house, workshops and kitchens. These areas are kept under review to minimise risk, and to ensure that there are few chances of mechanically generated sparks. Contractors are supervised and have to comply with both CDM regulations and college policies in relation to Fire Safety and Health and Safety.
- **Sources of fuel** Mains, gas and electric.
- **Sources of oxygen.** Doors are kept shut to reduce the levels of draft (an accelerant) and slow the spread of fire; there are no stored oxygen containers on site. All doors are fire doors and must not be wedged open.

People at risk.

- **By day.** Students, staff and visitors.
- **By night.** At night there is nobody in the college.
- **During holidays.** During the holiday periods there could again be occasions when the college is used for activities or summer school
- **People especially at risk.** This would apply if either a pupil or adult with a physical disability was on the college site.

Evaluation of risk

- **Overall evaluation of risk.** The overall evaluation of the risk of a fire starting is assessed as **LOW** because there are few ignition sources and combustible materials are kept away from them. Smoking is not permitted anywhere on the college premises or the entrance area. Electrical equipment is inspected regularly and tested, and the chance of arson is assessed as low due to the security arrangements of the college as well as the high staff to student ratio.
- **Evaluation of risk to people from fire.** Risk to people from fire is low.
- **Reduction of fire hazards.** All adults are briefed on induction and annually on the importance of good housekeeping to prevent the build-up of combustible material.

Reduction of risk to people.

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- **Detection and warning.** The premises are well protected with fire detection equipment, emergency lighting and warning bells.
- **Fire fighting.** Key staff are trained Fire Wardens. The Fire wardens are not to put themselves at risk or delay evacuation.
- **Fire Wardens.** All Fire Wardens will receive annual training.
- **Escape routes.** The college follows the principle that main escape routes are all signed.
- **Signs and notices.** Signs and notices comply with H&S (Safety Signs and Signals) Regulations 1996.

Fire Prevention and Control - Fire Wardens

Introduction

The Principal, assisted by the HSM (JA), is responsible for ensuring that all procedures, precautionary measures and safety standards are clearly understood and complied with. Dr Sally Powell (Principal) and James Alder (Deputy Principal) have been appointed Fire Marshalls.

Tasks

Fire Wardens have the following tasks (in priority order):

1. To ensure that all occupants of a building evacuate the building in an orderly manner using the recognised evacuation routes.
2. To assist with the control of students, staff and visitors in the fire assembly area
3. If there has been a false alarm the Principal/ Deputy Principal will decide when to silence all fire panels and re-enter the building.
4. Reporting faulty fire-fighting and fire detection equipment to the Health and Safety Manager
5. To make recommendations to improve fire safety.

Appropriate procedures are in place for ensuring that safety precautions are properly managed, formulated and disseminated to all staff. These procedures include Fire Drills and the use of Fire Extinguishers. A copy of the college evacuation procedure is available in all key areas. There is one exit door from each room and on leaving the room the exit routes are clearly displayed. All staff, visitors and volunteers should be fully conversant with the evacuation procedures in the case of a fire/bomb threat. The procedure for this purpose at Collingham is in full at the bottom of this document.

Bomb Threats

The aim is to prevent bomb or incendiary attacks, or when this is not possible, to minimise their effects in buildings to which members of the public must have access. This must be done without imposing unacceptable restrictions on them and the Board of Directors must weigh the seriousness of the threat against the need to maintain business as usual and decide the extent to which counter measures should be adopted.

Public Access

At both sites consideration should be given to dividing the areas to which the public usually require access from the rest of the building. The rest of the buildings can then be made into secure areas.

Package Bombs and Hoaxes

Postal bombs are unlikely to be in large parcels, rather in flat packages. Staff should be on their guard for:

- The post mark – especially foreign, and any name/address of sender.
- The writing – especially of foreign style.
- Stains – these could be sweating explosives.
- The smell – usually an aroma of marzipan or almonds indicate an explosive.
- The sound – if the parcel rattles, ticks, etc.

Telephone Calls

These are more of a common occurrence than parcels. All members of staff should be aware of the necessary procedures should they receive such a call:

- Alert security/police immediately.
- Above all, be calm, listen carefully, and report exactly what is said.

Fire and Bomb Alerts

If an alert is a practice, then the fire brigade must be informed before the evacuation of the premises takes place.

Prevention of Arson

A large-scale arson attack – a serious attempt to burn the whole college down – normally comes after a smaller-scale event, such as a break in. Some arson is aimed at hiding the details of another crime – although this is rare in colleges. Arsonists do not normally bring the method of starting the fire into the college – they are reliant on finding scrap paper, etc., in the college to start the fire. There are few instances of arsonists seemingly tearing up books etc. in order to create the blaze – they look for loose paper on desks, in waste bins, etc. The college policy on arson prevention is therefore:

- As far as is practicable inflammable materials are locked away.

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- All waste bins are emptied daily
- The Principal makes occasional unannounced checks that the procedure is being adhered to.

Fire and Emergency Evacuation Procedures

Fire Zones

The Health & Safety Manager (JA) will be responsible for the identification and signage of the fire zones.

Summoning the Fire and Rescue Services (See Evacuation Plan)

- The Fire Services will be called if necessary.
- In the event of casualties, these will be looked after by the designated first aid persons.
- Any incidents will be recorded in the incident book.

Fire Drills

- Evacuation drills are carried out once a term.
- The first drill should be carried out in the first month of the new academic year so that all new students and staff are aware of the procedures.

Emergency Lighting

The H&S Manager will ensure the routine testing and ongoing maintenance of the emergency lighting systems is carried out in all the college premises.

Fire Alarm Test

The fire alarms are tested once a week by the H&S Manager at YS and by CB/ MP at CG and records are kept in the College office. The H&S Manager is responsible for reporting any defect and ensuring that they are repaired.

Fire Fighting Equipment

The H&S Manager will be responsible for ensuring that suitable fire extinguishers are located on all college buildings. Regular Fire risk assessments will identify the type, numbers and location of fire extinguishers. The H&S Manager will also be responsible for ensuring the engagement of contractual annual testing and maintenance of all fire extinguishers and equipment.

The Principal will ensure that the emergency plan is reviewed on an annual basis, or sooner if changes occur that affect this plan.

All members of staff are required to attend a Fire Safety Awareness Training session held at the College as part of the INSET programme at least once a year. All new staff will receive Fire safety awareness training as part of induction.

Key Members of staff are required to carry out Fire Warden training on an three-yearly basis.

Legal Status:

- Regulatory Requirements, Part 3, Paragraph 13 of the Independent College Standards (England) Regulations 2013
- Regulatory Reform (Fire Safety) Order 2005
- The Management of Health and Safety at Work Regulations 1999
- The Fire Precautions (Workplace) Regulations 1997 (as amended 1999)
- The Health and Safety at Work Act 1974
- The Fire Precautions Act 1971

Applies to:

- The whole college along with all activities provided by the college, including those outside of the normal college hours;
- All staff (teaching and non-teaching), the directors and volunteers working in the college.

Related Documents:

- Health and Safety Policy
- Accessibility Plan
- Crisis Management Plan

Availability

- This policy is made available to parents, staff and students in the following ways: via the College website and on request a copy may be obtained from the College Office.
- The Fire Safety Policy and Emergency Evacuation Procedures (available to staff on the college intranet) along with relevant procedural documents, are provided either in hard copy or electronically to all new employees and volunteers before

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commencing work at Collingham. They are required to state that they have read and understood such documents and confirm this by signing the *Policies Register*.

Monitoring and Review:

- This policy will be subject to continuous monitoring, refinement and audit by the Principal.
- The Board of Directors undertake a formal annual review of this policy for the purpose of monitoring and of the efficiency with which the related duties have been discharged, by no later than one year from the date shown below, or earlier if significant changes to the systems and arrangements take place, or if legislation, regulatory requirements or best practice guidelines so require.

Signed:

Dated: March 2023

Dr Sally Powell
Principal

Robert Marsden and Edward Browne
Board of Directors