



Academy Emergency Management (Critical Incident) and Business Continuity Plan (BCP) Trust Level Basic Overview

For all schools within the Bosco Catholic Education Trust

This Business Continuity Plan has been approved and adopted by the Bosco Catholic Education Trust.

Approved	Review Due
December 2023	December 2024



Bosco Catholic Education Trust Mission Statement

‘The Bosco Catholic Education Trust (CET) is a Christ-centred family of Catholic academies, within the Diocese of Arundel and Brighton, working together as one body to provide an outstanding education for all. As Catholic schools, we endeavour to develop confident, compassionate and faithful young people. Through partnership, collaboration and mutual support, we seek to enable all those entrusted to our care to become the person God called them to be.’

Vision: To provide an outstanding education for all, imbued with faith where everyone can be the person God called them to be.

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1.0 Introduction

The Bosco Catholic Education Trust Business Continuity Plan (BCP) has been written for those who will be involved in re-establishing the operational delivery of services following a major incident. It should be read in conjunction with:

- The Business Continuity Plan of each individual school within Bosco Catholic Education Trust BCET.
- The schools' fire evacuation plan (the operation of which does not necessarily activate the BCP) within each school.
- The line management lines of communication.
- The Critical Incidents and Emergency Plans.

2.0 Definitions

An emergency is any event which causes, or has the potential to cause injury, loss of life, damage to property or significant business disruption.

A disaster is the escalation of an emergency to the point where normal conditions are not expected to be recovered for at least 24 hours.

3.0 General Information

A guidance note document and blank plans have been provided and sit alongside this policy to assist Headteachers in completing specific plans for their school.

3.1 Review and Training

This document be reviewed annually by the Leadership Teams and the Trust Board.

Individual school plans will be reviewed annually and shared with Local Governors and the Trust Board once approved.

3.2 Associated Documents/information

Associated Documents for each school within the Trust include:

- Business Continuity Plan
- School Emergency Plan/Critical Incidents Procedures
- Lockdown procedure
- Fire Evacuation Plans
- Adverse weather Procedures

3.3 Emergency Contact Information

An emergency information pack is kept in each of the school offices and includes:

- Copies of this document and BCPs of each school.
- Contact Details for all Trust Staff
- Inventory of all equipment belonging to the Trust, its value and location

This information will also be held electronically by the Chair of the Trust Board, CEO and CFO.

4.0 Strategy

If a disaster is declared by a school’s Headteacher or their deputy and/or an Incident Management Team are assembled, the CEO of the Trust must be notified who will inform the BCET Chair/Vice Chair of the Trust Board.

The CEO must be kept updated on progress of the incident throughout the incident and during the return to normal business. The individual school’s Business Continuity Plan will be activated in addition to the BCET Business Continuity Plan.

Staff communication will be via BCET email/text/phone and the website if this is operable.

Emergency Contact Details:

Department	Contact Name	Phone Number	Email Address
Central Team	Executive PA – Alice MacKay	07858 276 525	Amackay@boscocet.org.uk
	CEO– Dave Carter	01444 221772	Dcarter@boscocet.org.uk
	CFO – Debbie Wiggill	01444 221777	DWiggill@boscocet.org.uk
	Regional Hub Manager–Jill Alcorn	01243 558 209	Jalcorn@boscocet.org.uk
	Director of IT – Dan Smith	01444 873898	DSmith@boscocet.org.uk
	Estates Compliance Manager - Vicki Ford-Smith	01444 221775	Vfordsmith@boscocet.org.uk
LADO	School to enter local details		
Estates, Facilities and H&S	Estates Compliance Manager for Health and Safety Matters	See above	
IT Support	Director of IT	See above	
Winkworth Sherwood Solicitors	Emily Towner	0207 593 5177	etowner@wslaw.co.uk
	<i>NOTE: Please liaise via the Executive PA unless there is an emergency, and the central team cannot liaise on your behalf for any reason.</i>		
Health and Safety Executive (HSE) Incident Centre		0345 3009923	
	<i>NOTE: Please liaise with The Estates Compliance Manager unless there is an emergency, and the central team cannot liaise on your behalf for any reason.</i>		

Public Health England		0207 654 8000	
RPA Willis Towers Watson		Urgent and cyber incidents 03300 585566	rpaadvice@willistowerswatsonsecure.com
		Overseas Travel emergencies +44(0) 20 3475 5031	
<p>NOTE: <i>Please liaise via the Executive PA unless there is an emergency, and the central team cannot liaise on your behalf for any reason.</i></p>			
Marsh Insurance		Motor Claims: 0800 587 8872 or 01277 720778	
	<p>NOTE: <i>Please liaise via the Executive PA unless there is an emergency, and the central team cannot liaise on your behalf for any reason.</i></p>		
Critical incident support via DWF		0118 432 3031	
	<p>NOTE: <i>There is a cost associated with the use of this service. The school making the call will need to pay for support.</i></p>		
Local Police	School to enter local details		
Local Fire Service	School to enter local details		
GDPR	Executive PA	See above	

5.0 Roles and Responsibilities

5.1 Headteacher or their Deputy

The Headteacher is responsible for the implementation and co-ordination of the BCP, including:

- Business Continuity Plans are in place for their school and that these are shared and approved by the Local Governors.
- Immediately contacting Bosco Catholic Education Trust BCET Chief Executive Officer and the Chief Finance Officer if incident results in the Incident Management Team being convened or if the disaster relates to the built environment or ICT infrastructure to establish if the building can be re-occupied and/or service delivery reinstated.
- Co-ordination of status reports/communication for the benefit of all audiences (including Trust, staff, pupils, parents, local authority, Academies Team at DFE, press)
- Sharing the approved BCP and associated emergency plan documents with the Trust Board on an annual basis / or when reviewed.

5.2 Incident Management Team (IMT)

Led by the Headteacher, the Incident Management Team includes all Senior leadership and the Premises Officer. Additional members of the team will be recruited to match the specific needs of the incident.

At the point of assembling the Incident Management Team the CEO of the Trust should be notified and kept informed throughout the incident / return to normal activities.

The IMT is responsible for acting under the direction of the Headteacher (or their Deputy) to restore normal conditions as soon as possible. The Headteacher and IMT should consider what support they may require from the Central Team. At the point where there is potential for reputational damage to the Trust, the Trust Board will take a more active role in the strategic management of the incident.

5.3 Staff

Staff are required to co-operate with the IMT in support of the BCP.

In the event that staff are sent home, they should remain available during normal working hours to assist with necessary tasks.

6.0 Procedure for Closing the School

6.1 Closure in advance of a school day

The school can be closed in advance of a normal school day the school should refer to the written procedures detailed within the critical incident procedures for the school.

6.2 Closure during a School Day

It is never a preferred option to close the school during a school day, the school should refer to the written procedures detailed within the critical incident procedures for the school.

6.3 Immediate Places of Safety

In the event of a major incident on site requiring the school to be closed, pupils will assemble at the primary assembly points. If these are not useable, staff will escort pupils to the secondary assembly points.

Primary and secondary assembly points are identified within the schools' fire evaluation plan.

6.4 Off-Site Place of Safety

If it becomes necessary to evacuate the site completely, pupils will be escorted to a safe area from where they can be collected or from where they can be released to make their own way home, once parents have been contacted to confirm this is acceptable. The place of safety must be identified in each of the schools' BCPs.

7.0 Lockdown Procedure

It is now possible to envisage circumstances where the school may wish to lock itself in, to secure staff and pupils from an outside threat. This circumstance is described as a 'lockdown'.

Schools should follow the lockdown procedure for their school detailed within their critical incident procedures for the school.

8.0 Silent Evacuation

If it ever became necessary to complete a silent evacuation, pupils will exit through fire doors following an instruction from the Headteacher, Deputy Headteacher or SLT. Notification of a silent evacuation would normally be made by word-of-mouth.

9.0 Business Recovery in the Event of a Loss of Buildings or site Space.

9.1 General

Temporary working facilities are the responsibility of the School and Academy Trust, they must be suitable for the business of the Trust.

9.2 Insurance

All schools in the Trust are covered by the Risk Protection Arrangement (RPA).

9.3 Replacement Site Facilities

The size and scope of facilities required for the school will vary according to circumstance. In the first instance contact should be made with Jill Alcorn who will liaise with the RPA.

The location of the temporary accommodation will be determined based on the space required and circumstances at the time. Decisions on temporary accommodation will be made in liaison with The Trust, Diocese and Local Authority.

Erecting additional buildings on current sites will always be the preferred solution.

10.0 Pandemic Threat / Mass Staff Unavailability

Loss of staff is considered a generic threat to operations. The spread of a virus capable of impacting on operational service delivery is now considered genuine and serious.

In the event of mass staff illness, the IMT will shut the school to students using the same procedures described above. The IMT will follow their individual school's risk assessment and advice from the Regional Hub Manager and the Estates Compliance Manager.

11.0 Central Team Emergency Provision:

If for any reason offices where the Central Team normally work, need to close, the central team will work from home and will remain contactable on the normal mobile contact numbers, and by email. Alternative accommodation will be sought as quickly as possible, however immediately working from home will provide continuity whilst alternative accommodation is sought.

- GDPR advice please contact the Executive PA
- Trust Governor support please contact Executive PA
- Critical Incident Support can be provided by DWF by calling 0118 432 3031. This is a charged service and the school accessing the support will need to make payments for its use.

If there is a H&S issue Estates Compliance Manager and if they are not available, schools should contact the CFO.

If unsure, please contact the main office number: 01243 552055 and you will be directed to the appropriate person.

For HR, Finance or Payroll queries, please contact CFO.

12.0 Other Threats

The following other threats have been considered

- Phone and ICT communications loss
- Finance process breakdown – payments to staff & suppliers fail
- Utilities / energy supply failure
- Service delivery loss of general nature – schools are unable to provide buildings or ICT support
- Key supplier failure
- Evacuation due to nearby incident
- Prolonged adverse weather
- Strikes
- Terrorist attack or threat

Appendix 1

Glossary

BCET	Bosco Catholic Education Trust
BCP	Business Continuity Plan
CEO	Chief Executive Officer
CFO	Chief Finance Officer
DFE	Department for Education
GDPR	General Data Protection Regulation
HSE	Health and Safety Executive
IMT	Incident Management Team
LADO	Local Authority Designated Officer