Fire Safety Policy

Prepared by: The Central Team

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1. Introduction

Life Skills Enterprise is owned and operated by Cavendish Education.

This policy is one of a series of school policies that, taken together, are designed to form a comprehensive statement of the school's aspiration to provide an outstanding education for each of its students and of the mechanisms and procedures in place to achieve this. Accordingly, this policy should be read alongside these policies. In particular, it should be read in conjunction with the policies covering equality and diversity, Health and Safety, safeguarding and child protection.

All of these policies have been written, not simply to meet statutory and other requirements, but to enable and evidence the work that Life Skills Enterprise is undertaking to provide a safe, supportive and effective learning environment for all pupils.

While this current policy document may be referred to elsewhere in Life Skills Enterprise documentation, including particulars of employment, it is non-contractual.

In the school's policies, unless the specific context requires otherwise, the word "parent" is used in terms of Section 576 of the Education Act 1996, which states that a 'parent', in relation to a child or young person, includes any person who is not a biological parent but who has parental responsibility, or who has care of the child. Department for Education guidance Understanding and dealing with issues relating to parental responsibility updated August 2023, considers a 'parent' to include:

- all biological parents, whether they are married or not
- any person who, although not a biological parent, has parental responsibility for a child or young person - this could be an adoptive parent, a step-parent, guardian or other relative
- any person who, although not a biological parent and does not have parental responsibility, has care of a child or young person

A person typically has care of a child or young person if they are the person with whom the child lives, either full or part-time, and who looks after the child, irrespective of what their biological or legal relationship is with the child.

The school contracts the services of third-party organisations to ensure regulatory compliance and implement best practices for:

- HR and Employment Law
- Health & Safety Guidance
- DBS Check processing
- Mandatory Safeguarding, Health & Safety, and other relevant training
- Data protection and GDPR guidance
- Specialist insurance cover

Where this policy refers to 'employees', the term refers to any individual who is classified as an employee or a worker, working with and on behalf of the school (including volunteers and contractors).

The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff, volunteers, pupils and visitors to share this commitment.

All outcomes generated by this document must take account of and seek to contribute to safeguarding and promoting the welfare of children and young people at Life Skills Enterprise.

The policy documents of Life Skills Enterprise are revised and published periodically in good faith. They are inevitably subject to revision. On occasions, a significant revision, although communicated separately, may have to take effect between formal policy review dates. Care should therefore be taken to ensure, through consultation with the Senior Leadership Team, that the details of any policy document remain current.

2. Statement of intent

Life Skills Enterprise is committed to protecting and preserving the health and safety of all pupils, staff and visitors, including taking appropriate steps to prevent and mitigate the risk of fire. We will achieve this by educating pupils, training staff, maintaining effective fire safety arrangements and ensuring fire safety measures are checked regularly and remain in working order.

In the event that a fire breaks out, we have put in place procedures to ensure all risk is minimised and the premises can be evacuated quickly.

The school's designated Lee Hykaj (Site Manager) and Craig Kelly (Deputy Headteacher), as the senior leader overseeing fire safety are responsible for overseeing the review of this policy, as well as other relevant fire safety information, e.g. risk assessments and evacuation procedures.

We acknowledge our duty under the Regulatory Reform (Fire Safety) Order 2005 to take all necessary steps, as far as is reasonably practicable, to ensure the safety of all pupils, staff, volunteers and visitors in the school from the dangers of fire. The procedures in this policy apply to all staff and pupils of the school, as well as all visitors, guests, lettings and contractors present – there are no exceptions. All the foregoing will take part in evacuation and/or invacuation procedures, whether implemented during a drill, a real incident or a false alarm. The procedures are the same for all evacuations and invacuations, whether a drill, a real incident or a false alarm.

3. Legal framework

This policy has due regard to all relevant legislation and statutory guidance, including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999 (as amended)
- The Regulatory Reform (Fire Safety) Order 2005
- Department for Communities and Local Government (2006) 'Fire safety risk assessment: educational premises'
- DfE (2015) 'Supporting pupils at school with medical conditions'
- DfE (2024) 'Good estate management for schools'

This policy operates in conjunction with the following school policies:

- Health and Safety Policy
- Bomb Threat Policy
- Invacuation, Lockdown and Evacuation Policy
- Evacuation Procedure
- Personal Emergency Evacuation Plan (PEEP)
- Fire Safety Risk Assessment
- Fire Safety Training Plan

4. Roles and responsibilities

<u>The board of directors, in consultation with the headteacher, will:</u>

- Ensure personal and whole-school familiarity with the requirements of the appropriate legislation and codes of practice.
- Create and monitor a management structure responsible for health and safety in the school, including, but not limited to, fire safety.

- Help to put in place measures to identify risks relating to possible accidents and injuries, suggesting reasonable adjustments to prevent them from occurring.
- Ensure the following is in place:
    - A safe place for all users of the site, including staff, pupils and visitors.
    - Safe means of entry and exit for all site users.
    - Equipment, grounds and systems of work which are safe.
    - Safe arrangements for the handling, storage and transportation of any articles and substances.
    - Safe and healthy working conditions that comply with statutory requirements, codes of practice and guidance.
    - Supervision, training and instruction, so that all staff can perform their duties healthily and safely.
    - Protective equipment and clothing, where necessary, alongside any necessary guidance and instruction.
    - Adequate funds to ensure the training of the Lee Hykaj (Site Manager) and all other staff.

<u>The headteacher will:</u>

- Oversee the day-to-day development and implementation of safe working practices and conditions for all staff, pupils and visitors.
- Take reasonably practicable steps to ensure this policy is implemented by all members of staff across the school.
- Employ or designate a Lee Hykaj (Site Manager) to be responsible for the day-to-day implementation of this policy. This person will also be the designated contact with the Local Authority and the HSE, where necessary.
- Take steps to ensure all members of staff, pupils, and visitors are familiar with this policy.
- Work with the Lee Hykaj (Site Manager) to review and update this policy accordingly on an annual basis.
- Identify risks relating to possible accidents and injuries, and make reasonable adjustments and suggestions to prevent them from occurring.

Lee Hykaj (Site Manager), as the school's designated Fire Safety Lead, will:

- Take responsibility for the school's fire safety matters, in collaboration with the headteacher.
- Coordinate the implementation of all fire safety measures, ensure staff and pupil training takes place, and monitor the standard of the school's fire detection and protection equipment.
- At least once per half-term, undertake a whole-school fire evacuation drill.
- Review relevant and updated legislation to ensure the school is working within the parameters of the law and government guidance.
- Ensure new and existing staff members undertake training sessions at least once per year, in line with the school's Fire Safety Training Plan.
- Communicate relevant correspondence regarding fire safety to all members of staff and, where necessary, the governing board.
- Review and update, where necessary, the school's Fire Safety Training Plan and other relevant procedures once per year.
- Conduct risk assessments and ensure necessary procedures are in place to mitigate the risks of fires.
- Draw up a plan of the school, including the locations of all fire extinguishers, hosepipes and fire exits.
- Create an individual Personal Emergency Evacuation Plan (PEEP) for each person who will require assistance during fire drills.
- Work with the headteacher to nominate a temporary Lee Hykaj (Site Manager) in their absence.
- Take steps to ensure the appropriate precautions, including the communication of this policy, are put in place where events are organised outside of normal school hours or by third-party organisations.
- Review activities to ensure specific restrictions on events, such as setting capacities and limiting the types of activity.

Staff members will:

- Cooperate with their colleagues, the Lee Hykaj (Site Manager), and the headteacher on all fire safety matters.
- Carry out their work following fire safety training and instructions.
- Inform the Lee Hykaj (Site Manager) of any work situation representing serious and immediate danger, so that remedial action can be taken.
- Familiarise themselves with all their responsibilities as set out in this policy and aspects of their work relating to potential fire hazards.
- Avoid any conduct which puts themselves or others at risk.
- Follow and help to carry out relevant risk assessments to ensure the safety of themselves and other staff members, pupils and visitors.
- Ensure that all staff, pupils and visitors are applying fire safety regulations and adhering to all rules, routines and procedures in place.
- Ensure all equipment is in good working order and safe to use, including adequate fire safety guards.
- Use the correct equipment and tools for their work and any protective clothing supplied.
- Ensure any toxic, hazardous or flammable substances are used correctly, and stored and labelled as appropriate.
- Report any defects in equipment or facilities to the designated Lee Hykaj (Site Manager).
- Exercise good standards of housekeeping and cleanliness.

All pupils will:

- Ensure they are aware of the school's fire safety procedures, with support from the school.
- Exercise personal responsibility for the health and safety of themselves and others.
- Respond to the instructions given by staff members in an emergency, e.g. evacuation procedures.
- Not misuse, neglect or interfere with items supplied for their and other pupils' health and safety.
- Report any defects in equipment or facilities to their teacher as soon as possible.

All visitors and contractors will:

- Familiarise themselves with all health and safety policies and procedures, including, but not limited to, this policy.
- Be aware of the school's evacuation procedure and fire assembly points.
- Respond to the instructions given by staff members in an emergency.
- Put a principal person in charge, who will take responsibility for safe practice, in the event the school is used for purposes not under the direction of the headteacher, e.g. building works.
- Inform the headteacher of all potential risks to staff, pupils and visitors.
- Assist the school in carrying out relevant risk assessments before any work is carried out.
- Raise any concerns regarding fire safety with the headteacher or Lee Hykaj (Site Manager).

Instructions for pupils, volunteers, visitors, and staff members who are not trained fire marshals

If you discover a fire, do not attempt to tackle the fire. Activate the alarm using the nearest alarm call point and leave the building following the procedure below:

- When you hear the fire alarm, follow the exit signs and leave the building by the nearest exit
- Proceed to the designated fire assembly point identified in the Life Skills Enterprise Evacuation Procedure.
- Do not delay in leaving the building
- Stay at the assembly point – do not move around the site unless instructed
- Remain silent at the assembly point
- Await further instructions
- Do not return to a building until told it is safe to do so – the alarm no longer sounding is not the 'all clear' signal

5. Risk Assessments and Checklists

The Lee Hykaj (Site Manager), in cooperation with Craig Kelly (Deputy Headteacher), as the senior leader overseeing fire safety, will ensure all fire-related hazards are identified and risk assessments are completed for all areas of the school, following the Department for Communities and Local Government's 'Fire safety risk assessment: educational premises' guidance.

Risk assessments will be used to ensure that the school premises and facilities are maintained to a standard that ensures the health, safety and welfare of pupils, staff and visitors.

The school will maintain a Fire Safety Risk Assessment for all premises under its control and will include the procedures that are in place to:

- Reduce the likelihood of fire.
- Maintain fire detection and alarm systems.
- Familiarise staff and pupils with emergency evacuation procedures.

The Fire Safety Risk Assessment will be reviewed annually and updated, particularly in circumstances where there is reason to suspect it is no longer valid or where significant changes to the premises take place.

Termly assessments of high-risk areas, such as kitchens, will be undertaken. Annual risk assessments will be conducted for all other lower-risk areas of the school. The fire risk assessments will be reviewed by the Lee Hykaj (Site Manager) and will be amended after:

- Any structural changes, e.g. alterations to the layout of the premises or refurbishment, have taken place.
- Any change to the use of the school grounds may affect the risk rating.
- Any change to work processes or equipment which may introduce new fire hazards.
- Any change to the number of people using the school, to ensure that fire escapes and fire assembly points can accommodate the numbers safely.

All visitors and contractors will be made aware of the risk assessments relevant to their activities as soon as possible after entering the school.

The Lee Hykaj (Site Manager) will use checklists to ensure all fire detection and protection equipment, e.g. smoke alarms and fire extinguishers, are in working order. Checklists of all kitchen and electrical equipment, e.g. cookers and heaters, which pose a potential fire risk, will be taken to ensure they are in working order.

6. Preventative Measures

The Lee Hykaj (Site Manager) will inspect the school's fire prevention measures once per month to ensure the school is achieving maximum fire safety.

The Lee Hykaj (Site Manager) will ensure that regular checks are carried out on the following:

- Fire doors
- Extinguishers
- Fire blankets
- Hose reels
- Fixed systems, e.g. sprinkler systems
- Facilities for the fire service, including:

    - Dry risers
    - Access for emergency vehicles
    - Emergency switches for installations
    - Firefighting lifts
    - Information in respect of the premises and its contents
- Emergency lighting
- Signage and exit routes
- Lightning protection

Fire hazards, such as hot surfaces, naked flames, electrical equipment and flammable liquids, will be identified by the Lee Hykaj (Site Manager), and measures will be put in place to ensure these risks are mitigated and controlled.

Hot surfaces, such as electrical heaters, will be kept uncovered and clear at all times. All flammable materials and fuels, such as paper, cardboard and solvents, will be securely disposed of. Where possible, naked flames and radiant heaters will be replaced by fixed convector heaters or central heating systems.

Pupils under the age of 10 will not be allowed to carry out processes involving heat, such as welding and using Bunsen burners. Pupils over the age of 10 will be supervised at all times whilst undertaking these activities. Relevant risk assessments will be undertaken before using certain equipment.

Stocks of flammable liquids, materials and gases will be kept to a minimum and, where possible, outside, to ensure the risk of fires can be mitigated. If storing materials outside is viable or possible, they will be kept locked in secure cupboards, away from pupils. Flammable liquids, materials and gases will be kept separate from each other in storage, and stored properly in suitable containers or cages.

All curtains, upholstered furniture and other soft furnishings are fire retardant or have been treated to ensure their safety.

7. Good Housekeeping

The risk of fire can be greatly reduced by a regime of good housekeeping within the workplace, and the need for good housekeeping cannot be overemphasised; if good housekeeping is not maintained, the risk of fire spreading is vastly increased. The school recognises the importance of good housekeeping, including not obstructing fire routes, fire doors and general tidiness. Pupils will also be made aware of the importance of good housekeeping.

The school's housekeeping rules include:

- No smoking anywhere within any of the school buildings.
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- Spillages will be cleaned up as soon as possible.
- Rubbish will be cleared away and will not be left in fire routes or against the building fabric.
- Flammable waste and contaminated rags will be kept in separate metal bins with close-fitting metal lids.

8. Provision and Maintenance of Emergency Routes and Exits

As part of the school's monthly fire safety inspection, the Lee Hykaj (Site Manager) will ensure that:

- All fire escape routes are clear of obstruction.
- Emergency routes and exits lead as directly as possible to a place of safety.
- Emergency routes and exits are identified by suitable fire signs.

- Emergency fire doors open in the direction of escape wherever possible and are unobstructed.
- Emergency fire doors are not locked and can be easily and immediately opened by any person who may need to use them in an emergency.
- Emergency fire escape routes and exits are provided with emergency lighting of adequate intensity in case of failure of their normal lighting.
- No items are stored under stairways.

9. Maintenance and Preventive Measures

All fire doors will be regularly checked by a competent person to ensure that they remain in efficient working order. A record will be kept of any maintenance.

The inspection of fire doors will check that:

- Self-closing devices operate properly.
- Hold-open devices release when the fire alarm operates.
- Glazed panels are intact and undamaged.
- Warning signs are in place, e.g. 'fire door keep closed'.
- Doors open and close freely and are not damaged.
- There is no distortion or warping of the door or frame.
- Intumescent strips and smoke seals are in place and not damaged.
- Hinges and locks are properly lubricated.
- Fire doors are not propped open.

Fire extinguishers will be maintained and inspected by a competent person at least once a year. This will include a visual inspection of the extinguisher and a check of the contents and stored pressure. A written record will be kept of the date of the last maintenance examination, which will be attached to the body of the extinguisher.

Fire blankets will be inspected at least annually and replaced as required.

Hose reels will only be used by the fire service; however, the school will ensure that hose reels are inspected on a yearly basis by a competent person. Hose reels will also be recorded in the risk assessment for Legionella and maintained accordingly.

Fixed systems will be inspected on an annual basis or according to the manufacturer's guidelines. A record will be kept of any maintenance and testing.

The school will ensure that all facilities for the use of the fire service are maintained and kept in good order.

Emergency lighting, e.g. to illuminate escape routes, will undergo a monthly flash test. The school will also conduct a more detailed condition test every six months, including a three-hour battery test by a competent person.

Any lightning protection, such as lightning conductors and surge protection, will be inspected and tested at least annually. A fully qualified engineer will be responsible for ensuring that all joints and bonds are not corroded and still have electrical continuity.

10. Educating Pupils

Pupils will be reminded to remain vigilant to fire and fire hazards, including flammable materials, during fire drills and other times where there is a heightened risk of fire, e.g. cooking lessons and science experiments.

The school's zero-tolerance approach to pupils unnecessarily tampering with fire alarms will be communicated during PSHE lessons.

Any updates relevant to pupils, such as changes in responsibilities in the Fire Safety Policy, will be communicated to parents and pupils.

11. Measures for Disabled People

The Lee Hykaj (Site Manager) and Craig Kelly (Deputy Headteacher), as the senior leader overseeing fire safety will be notified of anyone who may be unable to evacuate the school unassisted – this person will be subject to a Personal Emergency Evacuation Plan (PEEP), created by the Lee Hykaj (Site Manager). This may include being led out by a teacher.

To avoid serious injury, extra measures, such as editing timetables and moving classes, will be taken to ensure disabled pupils, members of staff, or visitors do not attend lessons up flights of stairs, unless reasonable provisions, e.g. lifts, are in place.

Staff will be taught to modify evacuation routes for people with disabilities as part of their annual training.
Refuge areas are located around the school; in the event of a fire, and if there is no alternative escape route, people with physical disabilities will go to the nearest refuge area with a member of staff and wait for assistance to evacuate. Visitors, pupils and staff with disabilities will be informed of the location of the school's refuge areas on their arrival at the school.

Visual alarms, such as flashing lights and beacons, will be placed in all corridors throughout the school to ensure those with hearing difficulties are aware in case a fire breaks out.

Evacuation procedures for disabled people

People with mobility impairments: People who require only limited assistance with evacuation will evacuate the building using the nearest exit. If they move at a slower pace, they will allow others to exit the building before them and then continue their evacuation to their designated refuge area. A responsible member of staff will be nominated to escort people who need assistance from the building.

People with visual disabilities: People with visual disabilities will usually require the assistance of one person to evacuate safely. On stairways, the helper will descend first with the visually impaired person's hand on their shoulder. On level surfaces, the visually impaired person will take the helper's arm and follow them.

People with hearing disabilities: People with hearing disabilities will be escorted out of the building by staff. Staff with hearing impairments may require additional means of being warned in the event of a fire alarm, e.g. a pager that vibrates when the alarm is activated and/or a flashing beacon linked to the alarm. The school will provide the appropriate alternative means of alarm.

12. Cooking Facilities

To ensure potential fire hazards are mitigated whilst cooking, as part of the curriculum and in the school canteen, extra measures will be taken to ensure the safety of staff members, pupils, visitors and contractors.

The school canteen will be thoroughly cleaned at the end of each day by the school's cleaning team to ensure potential fire hazards, such as excess grease, are mitigated. The school's additional cooking

rooms, e.g. for food technology lessons, will be cleaned after each lesson by the cleaning team. The cleaning team will undertake a thorough clean weekly.

The school's site manager will check all electrical equipment in the school canteen and classrooms termly, to ensure their usability and safety. An electrical engineer will check all electrical equipment in the school canteen and classrooms annually, to ensure their usability and carry out any maintenance.

Flammable materials, such as flour, will be kept away from heat sources, including microwaves, cookers and radiators. Food waste, including paper food wrappers, will be properly disposed of, and bins emptied daily to mitigate fire risks.

Pupils aged 10 and under will not be permitted to use the cookers and microwaves. Pupils over the age of 10 will be allowed to use the cookers and microwaves, under close supervision, if the school receives permission from parents.

Staff members will report any defective equipment to the site manager, Lee Hykaj (Site Manager) or headteacher as soon as possible.

13. Fire Hazards

Relevant risk assessments will be conducted to ensure areas for concern are identified and addressed. Waste paper bins are emptied daily to mitigate risks. To minimise the risk of a fire, outdoor waste containers and refuse bins will be kept at least five metres from the school building at all times.

Lighters, matches, and other sources of ignition are kept in a locked store cupboard, away from pupils and can only be accessed after gaining permission from the Lee Hykaj (Site Manager). Electrical equipment will be reviewed following relevant school policy, and steps will be taken, e.g. regular checks by the Lee Hykaj (Site Manager), to ensure equipment is maintained to a high standard.

14. Procedure In The Event Of A Fire

In the event of fire, the person who discovers the fire and/or smoke will sound the nearest fire alarm. As soon as the fire alarm sounds, the fire brigade will be called, either automatically by the automated fire alarm system or by the Lee Hykaj (Site Manager).

All pupils, volunteers and visitors will be advised never to fight fire; instead, they will simply sound the alarm and exit the building via the nearest route out to a safe area.

On hearing the alarm, the building will be evacuated without delay, and all pupils, staff members and visitors will proceed to their designated fire evacuation point for a register called by the Lee Hykaj (Site Manager) (for staff and visitors) or for pupils by their class teacher. Lifts will not be used during an emergency evacuation.

People will only be allowed to re-enter the building once it has been deemed safe by the Lee Hykaj (Site Manager) or other responsible person, e.g. member of the fire brigade. If the building is not safe to re-enter, all staff members, pupils and visitors will be sent home until further notice. Pupils may be sent to another building if it is deemed fit for purpose by the Lee Hykaj (Site Manager) and a trained professional, e.g. member of the fire brigade.

In the event someone is injured in the fire, the Lee Hykaj (Site Manager) will ring for an ambulance immediately. Whilst waiting for the emergency services, the school's first aider will administer any first aid required.

Measures such as multiple fire escapes and exits will be put in place to ensure all staff members, pupils, and visitors can escape the school. Fire exits will be kept clear and are signed.

To ensure the fire alarm is heard throughout the school buildings, manual call points are fitted on numerous floors and throughout the school.

The school has a relevant and up-to-date Evacuation Procedure in place. The Evacuation Procedure will be reviewed by the Lee Hykaj (Site Manager) and Craig Kelly (Deputy Headteacher), as the senior leader overseeing fire safety once per year, to ensure it is accurate and relevant. A copy of the school's Evacuation Procedure is kept in every classroom. As part of their training, all staff members will familiarise themselves with the Evacuation Procedure. Details of the school's fire evacuation points are available in the Evacuation Procedure.

15. Detection Equipment

All areas and rooms, including offices and cupboards, within the school are fitted with a smoke detector. Larger rooms, such as the school hall, are fitted with a heat and smoke detector. Areas with a greater risk of fire, such as kitchens and science labs, will be fitted with two smoke and heat detectors.

Fire detection and alarm systems will be tested each week. A competent person will test the smoke and fire detectors at the start of every term; any required maintenance will also be carried out by the engineer. All work on the fire alarm system, including routine testing, will be recorded and accessible to the fire service.

Zone diagrams will be available at the main control panel to enable the fire services to determine the location of the incident and devise the most appropriate methods for fighting the fire.

The school's budget will be adjusted to ensure the upkeep of fire detection equipment.

16. Protection Equipment

Fire protection equipment is available and easily accessible all around the school.

There are six recognised classes of fire as follows:

- Class A: Fires involving solid materials, e.g. wood, paper or textiles
- Class B: Fires involving flammable liquids, e.g. petrol, diesel or oil
- Class C: Fires involving gases
- Class D: Fires involving metals
- Class E: Fires involving electricity
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- Class F: Fires involving cooking oils, e.g. deep fat fryers

The school will ensure that the type of fire extinguisher provided is suitable for the risks involved around the premises, that they are adequately maintained, and that appropriate records are kept of all inspections and tests.

Fire extinguishers and other fire protection equipment will be provided in appropriate locations according to the findings of the Fire Risk Assessment and competent fire-safety advice.

Equipment type and location will reflect the risks present in each area and will be maintained in accordance with the school's inspection and servicing arrangements.

All fire protection equipment will be checked by the Lee Hykaj (Site Manager) termly. The school's budget will be adjusted to ensure the upkeep of fire protection equipment.

The Lee Hykaj (Site Manager) will keep a checklist of all service by dates on fire extinguishers, to ensure they are not kept beyond their shelf life.

Emergency lighting is installed; if normal lights fail during a fire, these emergency lights will illuminate exit routes and help people escape if visibility is poor. Emergency lighting will be tested and checked monthly by the Lee Hykaj (Site Manager) to ensure it remains in full working order, and remedial action taken in the event of a failure. The Lee Hykaj (Site Manager) will also ensure that the emergency lighting is annually inspected, tested and maintained by specialist contractors. All tests will be recorded, together with any remedial action taken or any changes made to the system.

Where fixed fire suppression systems are installed, they will be inspected, tested and maintained by a competent specialist in accordance with the system requirements, manufacturer guidance and the school's Fire Risk Assessment.

Protective clothing, such as lab coats and goggles, will be provided, and funds will be made available to replace or purchase additional equipment from the school's budget.

17. Fire Drills

The Lee Hykaj (Site Manager) will carry out random fire drills at least once per half-term. All staff members, pupils, visitors and contractors will be expected to take part in the drill.

Pupils will go to their class's designated evacuation point for a registration call. Class teachers and pupils will only be allowed to return to their lessons or activities once all registers have been called. Visitors, contractors, and non-teaching staff will be allowed to return to their work once the headteacher has finished the registers.

The Lee Hykaj (Site Manager) will make notes based on the evacuation, e.g. speed and organisation. Depending on the success of the fire drill, e.g. how long the evacuation took, the Lee Hykaj (Site Manager) may make suggestions based on how the school can ensure the safe and quick evacuation of the school. Any improvements will be recorded.

During the fire drill, teachers will take a zero-tolerance approach to pupils misbehaving or running. Pupils will be expected to behave vigilantly, as they would in the event of a real fire.

18. Staff Training

Staff will undergo mandatory fire safety training after joining the school. This will be led by the Lee Hykaj (Site Manager) and include details about the fire precautions in the workplace and emergency procedures, following The Regulatory Reform (Fire Safety) Order 2005 (as amended).

The Lee Hykaj (Site Manager) will undergo annual training from fire safety professionals to ensure they are capable of carrying out their role.

Refresher training will be undertaken by all staff at least annually and following the school's Fire Safety Training Plan, to ensure staff are reminded of the procedures in place and know what to

do in the event of a fire. To help ensure staff members are knowledgeable about fire safety, the Lee Hykaj (Site Manager) will communicate regular updates and correspondence.

Fire Safety Policy

Contact Information

For any questions or concerns regarding this policy, please contact Lee Hykaj (Site Manager) via the Life Skills Enterprise school office. Senior leadership oversight of fire safety is provided by Craig Kelly (Deputy Headteacher).

Approval & Policy Review

This Policy has been reviewed and approved by:

Policy Approver(s)	Cavendish Education Board of Directors/Senior Leadership Team of the school
Storage Location	Online
Effective Date	June 2025
Next Review Date	June 2027

Revision History

Version	Change	Author	Date of Change
1	First published	Cavendish Central Team	June 2025
1	Reviewed: no changes	Cavendish Central Team	June 2026