



South Gloucestershire and Stroud College

Fire Evacuation Procedure Academy Modular Building

**If you would like this document in an alternate format
Please contact the Human Resources Department**

Prepared by:	Nigel Hornsby
Job Title/Role:	Group Head of Estates
Ref. No.: Q/P 203	Date of this version: January 09 2020 Review date: January 09, 2022 (Subject to any legislative change) Upload to College website? Yes Upload to e-Campus? Yes
Approved by:	Executive Meeting
Date:	4 th November 2020

Impact Assessment



Main aim and purpose of the policy:	Fire Evacuation Procedure for the Academy Modular Building, Wise Campus				
Is this policy (or its constituent parts) relevant to a general equality duty? (please tick)	This policy development will assist in the elimination of unlawful discrimination and/or harassment of identified groups?	Implementation of this policy will promote equal opportunities for identified groups?	Implementation of this policy will promote positive attitudes and participation between groups?	Implementation of this policy will promote good relations between groups?	
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race or Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Marriage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Carers/ Care givers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Persons in care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Specify any groups for which there is evidence or reason to believe that some groups or individuals could be affected differently:					
How much evidence is there:	None	A little	Some	A lot	
Is there any concern that the policy may operate in a discriminatory way?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
	None	A little	Some	A lot	
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
Assessed relevance to equality (tick one row only)	High	Med	Low	None	Brief reason for this assessment
Age	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Persons with mobility issues are asked to stay in the building
Gender Reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race or Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or Belief	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Marriage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	Peeps procedure required
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Carers/ Care givers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	PEEPS, Cares may stay in building
What is the next step? (tick one only)	What priority level is this policy?			Has the Policy been sent for Full EQIA, or do you believe the policy should have a Full EQIA?	
	High <input checked="" type="checkbox"/>	Medium <input type="checkbox"/>	Low <input type="checkbox"/>	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
<i>I am satisfied that an initial screening has been carried out on this policy/procedure and a full Impact Assessment is not required</i>					
Completed by: Nigel Hornsby		Position: Group Head of Estates		Date: January 2020	

Fire Evacuation Procedure Academy Modular Building

1. Introduction

- 1.1. As an employer, South Gloucestershire and Stroud College (SGS) is responsible for ensuring that there are arrangements in place so that staff, learners, visitors and contractors know what actions to take in the event of a fire and/or upon hearing the fire alarms.
- 1.2. To this end the College must ensure that appropriate pre-planned procedures are in place. This procedure has thus been prepared in accordance with the requirements of health, safety and fire legislation and the College's Health and Safety Policy.
- 1.3. Refuge Points are designated areas, which are separated by fire-resisting construction, identified at the College in conjunction with the Local Fire Authority. A refuge provides a temporary safe space for disabled people to be located in order to wait for others to help them evacuate or to rest before continuing to evacuate.

2. Statement

- 2.1. This procedure must be followed in the event of a fire and/or upon hearing the fire alarm.
- 2.2. The procedure describes the fire evacuation arrangements at the College, the roles of key personnel in the event of an evacuation and specific arrangements for those with a disability that affects their ability to evacuate unaided.
- 2.3. It should be noted that this procedure is applicable to the Academy Building only.
- 2.4. The Filton Avenue sites (including 'A' Block and 'AE' Blocks), Stroud and WISE Campus have their own standalone procedures.
- 2.5. For smaller College locations, i.e. Bristol School of Art, IT Outreach Centres etc., fire procedures have been developed to take into consideration local arrangements.
- 2.6. Where staff and learners are situated at these premises the responsible managers at these locations will inform them of the Fire Procedures as part of their induction process.

3. Responsibilities

3.1. Definitions:

- 3.1.1. **Key Personnel** – Nominated College staff identified to undertake specific roles under the College's Fire Procedures.
- 3.1.2. **Duty Manager** – Person responsible for co-ordinating the fire evacuation.
- 3.1.3. **Fire Marshals** – College staff responsible for conducting sweeps within a set Departmental area in order to ensure all persons have evacuated the area.
- 3.1.4. **Facilities Team (main building)** – Will be informed of false / malicious alarm activation by the Operations Manager and will make necessary repairs where applicable.
- 3.1.5. **Refuge Point** – These are designated areas, which are separated by fire-resisting construction identified at the College in conjunction with the Local Fire Authority. A refuge provides a temporary safe space for disabled people to be located in order to wait for others to help them evacuate.

3.2. Key Personnel:

- 3.2.1. There are a number of key personnel that have been nominated to undertake specific roles in the event of a fire evacuation at the College. These key personnel are:

- Operations Manager
- Facilities Assistants
- Fire Marshals

- 3.2.2. The roles of these key personnel are detailed in **Appendix 1**.

3.3. **Operations Manager** – Head of Sports Academy, Deputy Head of Sports Academy and Sports Academies Administrator:

- 3.3.1. Are responsible for co-ordinating the fire evacuation. Role and responsibilities are described in detail within **Appendix 1**.

3.4. **Managers:**

- 3.4.1. All line managers must ensure that staff, learners, visitors and contractors, where applicable, are informed of the Fire Procedures. This must include, new or temporary staff, irrespective of the duration of contract with the College.

- 3.4.2. Once safely outside, all managers, not directly responsible for the supervision of learners, must assist the Operations Manager to evacuate persons to the fire assembly area.
 - 3.4.3. Must advise the Health and Safety Advisor of the names and contact details of all departmental Fire Marshals on appointment in order to facilitate appropriate training and to ensure the Fire Marshals' list remains up to date.
- 3.5. **Health and Safety Co-ordinator:**
- 3.5.1. In conjunction with the WISE Estates Manager, is responsible for ensuring this procedure is adequately communicated and understood by all staff.
 - 3.5.2. In conjunction with the WISE Estates Manager and, is responsible for reviewing the procedure annually to ensure it remains fit for purpose.
 - 3.5.3. In conjunction with the WISE states Manager, the Estates Admin Co-ordinator is responsible for ensuring a list of Fire Marshals is available, that the list remains current and that all Fire Marshals have received appropriate training.
- 3.6. **All Staff:**
- 3.6.1. All staff must ensure that they are familiar with the fire evacuation procedures.
 - 3.6.2. Where staff are responsible for learners they must ensure that learners are informed of the College's Fire Procedures, not only when they first arrive at the College, but at regular (termly) intervals during their course.
 - 3.6.3. In the event of an emergency, visitors to the College should be guided from the building and taken to the assembly area by the staff acting as their host.
 - 3.6.4. All staff have a duty to take reasonable care for their own safety and that of other people who may be affected by their activities. This includes ensuring all potential fuel sources remain separated from sources of heat and that flammable materials are returned to suitable storage after use.

4. Related Policies, Statements and Guidance

- 4.1. SGS College Health and Safety Policy
- 4.2. HM Government's Fire Safety Guide for Educational Premises

- 4.3. HM Government's Supplementary Fire Guide 'Means of Escape for Disabled People'
- 4.4. SGS Fire Policy Statement

5. Procedures

5.1. Action on Discovering a Fire:

- 5.1.1. Sound the alarm by activating the nearest call point.
- 5.1.2. Leave the building by the nearest safe exit, closing doors, windows and switching off machines / equipment, where safe to do so.
- 5.1.3. Do not stop to collect personal belongings.
- 5.1.4. Do not use the lifts unless you have been issued with a Personal Emergency Evacuation Plan (PEEP) specifically authorising you to do so.
- 5.1.5. If there are people with impaired mobility or disability, who are unable to use the stairs unaided, they will have received a Personal Emergency Evacuation Plan (PEEP) to facilitate their escape. In the unlikely event that they have not received such a plan, they must be escorted to a designated refuge point.
- 5.1.6. Refuge points are located close to the main staircases. The refuge points are clearly identified with a green and white sign and are uniquely numbered.
- 5.1.7. Where people have been escorted to a refuge point, their location and the refuge point number must be reported to the Operations Manager by a responsible member of staff.
- 5.1.8. It is preferable that a member of staff stay with persons escorted to refuge points in order to reassure them – this is on a purely voluntary basis.
- 5.1.9. The Operations Manager will be located in front of the building wearing a yellow high visibility jacket.
- 5.1.10. The Operations Manager will subsequently ensure that appropriate arrangements are made to facilitate the person's evacuation if the need arises.
- 5.1.11. Report to the designated Assembly Point.

5.1.12. DO NOT RE-ENTER BUILDINGS UNTIL INSTRUCTED THAT IT IS SAFE TO DO SO BY THE OPERATIONS MANAGER.

5.2. Action on Hearing the Fire Alarm:

- 5.2.1. Upon hearing a continuous alarm, leave the building by the nearest safe exit, closing doors, windows and switching off machines / equipment, where safe to do so.
- 5.2.2. Do not stop to collect personal belongings.
- 5.2.3. If there are people with impaired mobility or disability, who are unable to evacuate unaided, they will have received either a Personal Emergency Evacuation Plan (PEEP) to facilitate their escape. In the unlikely event that they have not received such a plan, they must be escorted to a designated refuge point
- 5.2.4. Where people have been escorted to a refuge point, their location and the refuge point number must be reported to the Operations Manager by a responsible person. It is preferable that a responsible member of staff stay with persons escorted to refuge points in order to reassure them – this is on a purely voluntary basis.
- 5.2.5. Do not use the lifts unless you have been issued with a Personal Emergency Evacuation Plan (PEEP) specifically authorising you to do so.
- 5.2.6. The Operations Manager will be located in front of the building wearing a yellow high visibility jacket.
- 5.2.7. The Operations Manager will subsequently ensure that appropriate arrangements are made to facilitate the person's escape.
- 5.2.8. Report to the designated Assembly Point.
- 5.2.9. DO NOT RE-ENTER BUILDINGS UNTIL INSTRUCTED THAT IT IS SAFE TO DO SO BY THE OPERATIONS MANAGER.

5.3. Personal Emergency Evacuation Plans (PEEPs)

- 5.3.1. PEEPs are prepared to ensure the health and safety of staff and learners with a disability in the event of an emergency evacuation, e.g. fire.
- 5.3.2. The aim of a PEEP is to provide people (staff and learners) who cannot get themselves out of a building unaided in the event of an emergency the necessary information and arrangements to facilitate their evacuation.

- 5.3.3. The plan is as the title suggests, 'personal' and it is pertinent to the learner, visitor, or member of staff for whom it has been prepared. It outlines the actions to be taken by the individual and appropriately identified College staff, should an evacuation take place.
- 5.3.4. The requirement for a PEEP is initiated by the Human Resources Department, if it relates to staff and by the Learning Support Department, if it relates to learners. The PEEP is subsequently prepared in conjunction with these areas, the person for whom the PEEP relates and the College's Equality & Diversity Advisor. The PEEP pro-forma is detailed in **Appendix 2**.
- 5.3.5. Casual visitors who cannot evacuate unaided and for whom circumstances prevent a personal plan being developed in advance, will be taken to a refuge area to await assistance to evacuate.
- 5.3.6. To ensure the effectiveness of PEEPs, all appropriate staff, including, where practical, the person for whom the PEEP has been prepared, will receive all appropriate instructions, practical demonstrations and training appropriate to their actions/responsibilities.

Key Personnel

Duty Manager

Fire Evacuations will be co-ordinated by the Duty Manager.

Duty Manager Actions:

- To stand outside of the building and collate information regarding the people waiting in the refuges.
- To co-ordinate the evacuation of refuges. Refuges will be prioritised depending on the location of the fire.
- To keep key fire personnel informed of information being relayed about the evacuation and significantly about people located in refuge points.
- To keep alert to information from staff investigating the alarm activation radio, of alarm status and in particular if Fire Brigade to be called.
- To ensure that the 999 call is made.
- To co-ordinate with the Fire Brigade, where applicable.
- Issue the instruction for people to return to the building when it has been confirmed it is safe to do so.
- To ensure the exec lead for the WISE Campus is informed of the fire activation as soon as is practical after dealing with the emergency (see SharePoint Homepage for contact details).

Fire Marshals

Actions on alarm activation:

- On alarm activation, checks / 'sweeps' the associated area / floor / block, ensuring that all occupants have evacuated.
- Once their 'sweep' is complete, evacuate using the nearest fire exit.
- To inform the Operations Manager of any issues that they may have identified during their check / 'sweep'.
- To assist in the evacuation of persons who cannot exit the building unaided. This may include use of the emergency chairs designed specifically for the purpose.

- Access refuge points in order to assist those with mobility difficulties will be gained via the final external exit from the refuge area in question – going in the way you intend to come out ensures your escape route has not been compromised.
- When the all clear is confirmed, Fire Marshals must ensure people in the Refuge Areas are informed of the all clear.

Facilities Team (main building)

- Will be informed of false / malicious alarm activation by the Operations Manager in order to make necessary repairs where applicable.

**Appendix 2
Personal Emergency Evacuation Plan (PEEP)**

Personal Emergency Evacuation Plan		
Name:	Course / Directorate / Department:	
College Location(s) to which Plan Applies:		
Arrangements identified to ensure safe evacuation:		
People identified to provide assistance in the event of an evacuation (where applicable):		
Name	Job Function	Contact Details
Training / Information identified:		
Details	Person Responsible	Action Date
Issued By (signatory):		Received By (signatory):
Date of Issue:		Date of receipt:
Agreed Plan Review Date: (Please note this must be each term or should any changes arise in building, teaching location, etc.)		

Location of Copies of Plan: (e.g. tutor, teaching staff, manager, HR, Learner Services, H&S Advisor)

Questions for PEEP Preparation

General:

1. Where is the person based for most of the time?
2. Can they hear the fire alarm(s)?
3. Can they move quickly in the event of an emergency?
4. Do they find stairs difficult to use?
5. Could they raise the alarm if they discovered a fire?
6. Do they need assistance to get out of their place of work in an emergency?
7. Is anyone designated to assist them to get out in an emergency?
8. Is their arrangement with their assistant(s) a formal arrangement?
9. Is their contact always in easy reach?

Hearing Impairment:

1. Can they hear the fire alarm in normal circumstances?
2. Are they aware of any special or purpose-designed hearing system or device that is available and would assist them in hearing the fire alarm more clearly?
3. What measures do they feel would assist them to exit the building safely in the event of an emergency? For example:
 - if they have difficulty in hearing the fire alarm, a visual indicator or vibrating pager;
 - written emergency egress procedures;
 - emergency egress procedures to be supported by BSL interpretation;
 - an assistant
4. Are there any other concerns that they wish to raise?

Visual Impairment:

1. Do they have a visual impairment which could inhibit them being able to leave the building safely in the event of an emergency?
2. Do they require help to move around the building for example: a cane, guide dog or other equipment?
3. In normal circumstances, how long does it take them to leave the building unaided from their place of work?
4. What measures do they feel would assist them to exit the building safely in the event of an emergency? For example:
 - emergency procedures to be issued to them in Braille / on tape / in large print;
 - different signs to mark emergency routes and exits; tactile signage or floor surface; coloured tape on the floor surface
5. Are there any other concerns that they wish to raise?

Mobility Impairment:

1. Can they leave the building unassisted?
2. Do they need or use a wheelchair?
3. Is their wheelchair required for all circumstances?
4. Is their wheelchair a standard size or an electrically powered type with wider dimensions?
5. Would an evacuation chair help - and could they use it i.e. can they transfer from their wheelchair to an evacuation chair?
6. Would they find it acceptable to use a Refuge Point if required?
7. Would it be helpful if a member of staff were to be assigned to assist them (e.g. someone to stay with them in the refuge)?
8. What measures do they feel would assist them to exit the building safely in the event of an emergency?
9. Are there any other concerns that they wish to raise?

Some examples of helpful measures for consideration when discussing needs with mobility impaired people:

- Locating a team, which include disabled people with mobility impairments, as near to ground floor level, and close to fire exits as possible;
- The provision of evacuation chairs, to enable mobility impaired people unable to negotiate stairs, to be safely helped out of the building. Both the disabled person using the chair and those operating it should be properly trained in the use of the equipment in order to avoid accidents and to maintain adequate safety for other users of the stairs. This will require sufficient numbers of staff to be trained in the use of, handling, and lifting into the chair and available to respond in the event of an emergency;
- Clear designation and instructions for the use of 'Refuge Points' – for use while waiting for help to move from the refuge to safety

Tour of the Building / Work Environment that they work in / generally require access to:

Initial discussions with the disabled person should be followed by a tour of the place of work, including any exit routes. The following questions are provided as prompts for relevant observations relating to the building and work environment. These issues must be discussed during the tour – and recorded to form part of the PEEP / assessment

1. Is the directional and instructional signage adequate and relevant?
2. (If they have a hearing impairment) – are there illuminated alarm devices within the toilet areas that they use?
3. (If they have a partial mobility or sight impairment) – do they routinely negotiate staircases or do they use the lifts?
4. If they use the staircase, are steps adequately identified?
5. If they use a lift, is there easy access / egress and is it easy to operate the lift?
6. If they use a lift, is there an emergency telephone installed or an emergency button clearly marked for them to use?
7. Are there Fire Doors with self-closing devices on their exit routes – would that hinder them if they had to leave the building in an emergency?
8. Are there any internal or external steps that are difficult to negotiate?