



THE BEMROSE SCHOOL

FIRE SAFETY POLICY

MANAGER: M DENISON

ADOPTED: APRIL 2025

REVIEWED: JUNE 2026

LEGAL REQUIREMENTS

The policy sets out the approach that The Bemrose School has to assessing and securing fire safety on basis of legislation and guidance

- Fire Safety Order 2005 <https://www.legislation.gov.uk/uksi/2005/1541/contents/made>
- Health & Safety at Work Act 1974 <https://www.hse.gov.uk/legislation/hswa.htm>
- Management of Health and safety Regulations 1999_ <https://www.legislation.gov.uk/uksi/1999/3242/contents/made>

The purpose of the legislation is to place a greater emphasis on fire prevention by ensuring that all persons responsible for premises comply with their statutory duties and implement the general fire precautions that are needed to protect all persons from death or injury in the case of fire.

This Policy explains how the school complies with the Regulatory Reform (Fire Safety) Order 2005 to ensure that, where possible, fire is prevented and that any fire risks are adequately controlled.

RESPONSIBILITIES

The School Fire Safety Policy forms part of the School's Health and Safety Policy and in common with that policy extends through the whole school, with specific responsibilities as below:

- Governors ensure that an appropriate policy is in place in the school and that arrangements are made for its effective implementation.
- The Executive Headteacher has the ultimate responsibility for the implementation and management of this policy.
- The Site Co-Ordinator is responsible for the effective implementation of this Policy and its role within the School's Health and Safety Policy.
- All employees have the responsibility to cooperate and to ensure that the workplace is safe from fire and its effects and must not do anything that will place themselves or other people at risk.

POLICY OBJECTIVES

- To safeguard all persons from death or injury in the event of fire by the effective management of fire safety.
- To minimise the risk of fire and to limit fire spread.
- To minimise the potential for fire to disrupt services, damage buildings and equipment, or harm the environment.

By implementing the policy, the Governors, Executive Headteacher, Leadership Team

and Site Co-ordinator will work with all other stakeholders to develop strategies that ensure effective fire safety management, setting out the means by which the risk of the outbreak of fire will be reduced.

Introduction – School Buildings

The Bemrose School site and the buildings are owned by The Bemrose School Educational Trust (**The Trust**) The Governing Body being responsible to The Trust as it is the landlord for repair, maintenance, safety and security of the premises.

When in full occupation the school (Primary and Secondary Phases) can provide accommodation for approximately fourteen hundred pupils and a staff of approximately two hundred and fifty.

The Secondary Phase of the school consist of five buildings including “Oak Tree” comprising of twenty-one classrooms spread over three floors completed in November 2018. The original building, circa 1930, renovated 2018-21 is enclosed by a ring of ancillary buildings, including a sports hall, dining hall, and the Creatives block.

In January 2015 The Primary Phase building opened. This building was constructed during the summer of 2014 and conforms to the building regulations in force at that time. The Primary phase building was subsequently extended to increase its size by four classrooms, additional “learning street” and ancillary rooms in April 2017

Methods of construction and inherent levels of fire protection in the fabric and structure of these buildings vary according to the building regulations and construction methods that pertained at the time of their construction. In June 2017 Derby City Council surveyors inspected the 2003 extension (Block J) the only area of the school which has exterior cladding applied to the structure at the time of its construction. The primary phase was included in the inspection. The cladding used and its application was found not to be of the type used on Grenfell Tower. In 2023 all of the school’s buildings were surveyed for Reinforced Autoclaved Aerated Concrete (RAAC) none was found.

The next Fire Risk Assessment will be conducted by Derby City Council in July 2025.

The school, its site and facilities are available to community groups, sports clubs and the general public through the school letting policy.

Principles

- The Chair of Governors will be responsible for and will ensure that the Fire Safety Policy is implemented on behalf of the Governing Body.
- On behalf of The Chair of Governors, the Resources Committee will manage the implementation of the policy.
- The Executive Headteacher will be responsible at Management level for the implementation of the Fire Safety Policy on behalf of the Governing Body.
- The Site Co-ordinator and Assistant Headteacher (AHT)-Premises will have overall responsibility for the management of fire safety on a day-to-day basis on behalf of the Executive Headteacher.

- Those responsible for fire safety will, where necessary, nominate specific people to carry out particular tasks if there is a fire.
- There will be arrangements to monitor and check that individuals responsible for fire safety are meeting the requirements of the fire safety law and to monitor the performance of the policy
- Any persons hiring the premises will be given information and guidance in respect of Fire Safety and Evacuation during the period of any letting of the premises.
- We will provide information on who are the nominated competent persons and fire safety procedures for the premises to all visitors, contractors, temporary staff and provide specific information to them as required including risks and preventative measures.
- All staff, pupils and all other interested parties will be engaged in the process of fire safety management and will monitor and review performance.
- Staff will receive fire INSET annually.
- Nominated staff will be trained as Fire Marshalls.

MANAGING FIRE SAFETY

The school has delegated day to day responsibility for managing fire safety to the 'duty holder' that is, the Health and Safety Officer- The Site Co-ordinator and AHT- Premises. The Health and Safety Officer will:

- Ensure that all means of escape are properly maintained, always kept free from obstruction and available for safe and effective use.
- Ensure that the means of escape have adequate emergency lighting.
- Provide and maintain in working order all firefighting appliances and devices including fire detection and alarm systems; emergency lighting systems; firefighting equipment; notices and signage relating to fire procedures; means of escape, taking into account the needs of any disabled users.
- Provide a Red safety documents box in reception labelled "Fire safety documents" with specific documents for Derby Fire and Rescue Service (DFRS) in the event of an emergency.
- Arrange to have carried out a fire safety risk assessment on each of the school buildings to ensure that the school's facilities are compliant; and reduce the risk of fire incidences by carrying out appropriate task risk assessments.
- Provide appropriate instruction and training for all school staff on the action to be taken to protect people and property including regular fire evacuation practices for all the school.
- Ensure that all staff, students, contractors, visitors and third-party hirers are made aware of and comply with the school's fire procedures.
- Identify any special risks, for example the storage of hazardous materials, and put in place appropriate procedures to minimise the risks.
- Liaise with third parties; the emergency services, and the school's insurers to ensure that best practice for fire prevention and procedures are in place.
- Monitor and review this policy on a regular basis to ensure that any new risk or

alteration to regulations is addressed.

Links to other policies

Fire Evacuation and Lockdown Procedures

The emergency policy will form the basis of an action plan in the event of an evacuation in response to a serious fire, Security alert or terrorist threat. It will serve to facilitate the effective delivery of safeguarding, security, communication, repairs and reparations and bring about the safe re-opening of the school.

Premises ~ Fire Action Plan

The Regulatory Reform (Fire Safety Order) 2005, requires the responsible person to ensure actions are taken which; by removing or reducing the risk, protect staff, students and all other users of the premises should a fire occur. Priorities for improvements, identified in the school's Fire Risk Assessment in respect of detection & warning, fire-fighting, escape routes, lighting, signage, notices and maintenance will form the basis for priority actions within the School's Premises Plan. This plan will be produced in conjunction with Entrust's Fire risk assessor, who will advise and assist the Site Team Co-ordinator when dealing with matters arising from any Fire Risk Assessment.

Persons with Additional needs

People with specific needs in relation to access and egress will be accessed in respect of their individual needs to ensure that these are fully identified and can be met in the event of an evacuation.

Supporting Persons with Medical Conditions

People with medical conditions may be at greater risk in the event of an evacuation. Those with specific medical needs will be identified and needs accessed so as to ensure that the school's evacuation plan and procedures recognises the health needs of each individual and that these can be met during or immediately following an evacuation.

Special Educational Needs

Pupils with SEND which have been assessed as "likely to increase their individual level of risk in the event of an evacuation" will have Individual Education Plans which include a risk assessment in respect of the student's individual needs in an evacuation.

Section 1 – Responsible Persons (Governors & Management Team)

- 1.1 The Chair of Governors will be responsible for and will ensure that the Fire Safety Policy is implemented on behalf of the Governing Body.
- 1.2 On behalf of The Chair of Governors, the Resources Committee will manage the implementation of the policy.
- 1.3 The Executive Headteacher will be responsible at Management level for the implementation of the Fire Safety Policy on behalf of the Governing Body.
- 1.4 The Executive Headteacher has nominated one member of the Leadership

Team- (AHT-Premises) to manage the implementation of the policy in conjunction with the Health and Safety Committee.

- 1.5 All staff undergo induction training and annual basic fire prevention through the schools INSET.

Section 2 – Responsible Person (Premises)

- 2.1 The Site Co-ordinator will have overall responsibility for the management of fire safety on a day-to-day basis on behalf of the Executive Headteacher.
- 2.2 The Site Co-ordinator may delegate tasks in respect of the management of fire safety to nominated members of the Premises Team.
- 2.3 The Executive Headteacher, Site Co-ordinator or their nominated representatives may nominate specific people to undertake particular tasks in the event of a fire or fire drill.

Section 3 – Nomination of Specific People

- 3.1 Where it is established by the Executive Headteacher or Site Co-ordinator that it is necessary to nominate a specific person to undertake specific tasks the following arrangements will apply:
 - 3.1.1 Consultation will take place with the elected representatives and those persons who may be nominated to the role. The consultation will seek to ensure that those persons nominated are either:
 - a) Suitably trained - Training already completed will be reviewed and further development or training needs identified through the Performance Management process to ensure the nominated person can safely and effectively continue to undertake the specified role, Or
 - b) Provided with appropriate training - The nominated persons will not be allowed to undertake the specified duties until the required training has been given
 - 3.1.2 Subject to the requirements of Sections 3.1.1 the post holder will then become the nominated person for the specified duties.
 - 3.1.3 Where the nominated person is currently in post the relevant job description will be reviewed in respect of the nominated role and revised, if necessary, to incorporate the additional task.
 - 3.1.4 On appointment to a post which incorporates a specific role in the event of an evacuation, the post holder will be informed in writing of the role they are required to undertake and offered training to ensure they are able to do so.
 - 3.1.5 The Executive Headteacher, Site Co-ordinator or their nominated representatives will review the tasks performed by nominated persons and will, subject to the findings of the review, make changes to the specified tasks.
 - 3.1.6 All staff must take responsibility for pupils in their charge at the time of any fire

emergency and ensure that fire evacuation procedures are followed. Staff must fully cooperate in any evacuation.

Section 4 - Arrangements to monitor Fire Safety

- 4.1.1 The Governing body will consult with Entrust, Derbyshire Fire Authority and others as appropriate on matters pertaining to fire safety to ensure awareness of changes to legislation, codes of practice and guidance.
- 4.1.2 A Fire Risk Assessment will be undertaken every 24 months or at any time in the event of a fire or if, in the opinion of the Governing Body, the Executive Headteacher or the school's advisors, there have been significant changes to the buildings, type of use, occupation levels or other factors affecting the level of risk.
- 4.1.3 The last whole school FRA was in January 2024, the next FRA scheduled is July 2025
- 4.1.4 The Resources Committee will review the performance and may request additional data or actions to be taken as a result of the data provided.
- 4.1.5 The Site Co-ordinator will monitor the management of fire safety and report to the Governing Body and Health & Safety Committee through their report to the governing body, using information in the Fire Risk Assessment documentation, Fire Logbook and maintenance records in respect of the fire safety equipment and systems.

Section 5 – Fire Safety (Lettings) - Information for those wishing to hire the premises

5.1 Purpose

The Fire Safety (lettings) section of this policy is designed to inform our “clients” of the responsibilities placed upon them whilst using the premises, providing the framework in which Fire Safety Management procedures and routines will continue to operate during lettings.

5.2 – Responsible Persons (on behalf of the school)

- 5.2.1 The School Business Manager will be responsible for the administration of Fire safety (Lettings) arrangements on behalf of the school and will.
 - Ensure the client nominates a specific person(s) to be responsible for the management of fire safety during a let, on behalf of the client and provides all necessary documentation to the client.
 - Refuse to accept or cancel a booking without notice or recompense if the client fails to agree and or comply with the fire safety procedure required by the policy.
 - Inform the client that, the person responsible for the management of fire safety during a let must cancel the let forfeiting any deposits paid, if they are

unable to comply with the requirements of this section.

- Inform the client that dogs are not allowed on site and that they must manage the situation if someone brings a dog onto the site, during their event. In the event of such an incident, the letting could be cancelled and any future lettings.

5.3 – Responsible Person (Premises)

- 5.3.1 The **Site Co-ordinator** will have overall responsibility for Fire Safety (lettings) on a day-to-day basis.
- 5.3.2 The Site Co-ordinator may delegate tasks in respect of the monitoring Fire Safety during lettings to nominated members of the Premises Team.
- 5.3.3 The Site Co-ordinator or nominated representatives will support the clients nominated person for the duration of the let to further facilitate fire safety.
- 5.3.4 The Responsible Person (Premises) will suspend or cancel a let without notice or recompense if the client fails to comply with or ensure that the fire safety measure required during the period of the let are in place.

5.4 – Nomination of Specific People (The client)

- 5.4.1 The client to nominate a specific person/s responsible for the management of fire safety on behalf of the hirer during a let and that person will be recorded on the lettings agreement
- 5.4.2 That person/s will be responsible to ensure that fire safety measures are in place and mitigate the risk of the outbreak of fire whilst a let is in progress or immediately thereafter.
- 5.4.3 Subject to the numbers attending the premises during the period of the let the lessee's responsible person will be required to provide nominated Fire Marshal(s) to undertake specific roles in the event of a fire or evacuation during the period of the let or immediately thereafter.

Consultation will take place between the letting officer and the client to ensure that those persons nominated are.

- 5.4.4 Experienced and or qualified to safely and effectively undertake the specified role/s.
- 5.4.5 Provided with instructions, specific to the premise's fire alarm systems, fire risks and preventative measures, escape routes, firefighting equipment and actions to take in the event of a fire alarm during the period of a let or immediately thereafter.
- 5.4.6 Training of nominated persons will be the responsibility of the client.

5.5 - Monitor and review - Fire Safety(lettings)

- 5.5.1 Clients will be informed of any changes as a result of any fire risk assessment

consultations with Entrust and changes to the Fire Safety Management procedures.

Section 6 – Appointment of Competent Persons

- 6.1 The Governors will seek to appoint one or more competent persons to carry out any of the preventative and protective measures needed to comply with the order.
- 6.2 The day-to-day management of fire safety will be the responsibility of the Site Co-ordinator.
- 6.3 In circumstances where the Site Co-ordinator is unable to meet the requirements of the order The Governors; where appropriate, will appoint a third party to undertake prevention or protection measures needed to comply with the act.
- 6.4 When it is necessary to appoint a third party as in Section 6.3 the governors will ensure the appointment is made according to Derby City Councils' Financial Management Regulations & Contract Procedure Rules.

Fire risk assessment for the site will be undertaken by an appointed third party contractor appointed in accordance with Section 6.4

Section 7 – Information for Employees – Risk of Fire - Training – Protective Measures

- 7.1 Information from the Fire Risk Assessment which relates to specific risks to staff will be communicated to staff in a number of ways to ensure they are aware of the risks to them and how they will be protected in the event of the outbreak of fire.

Communication may take the form of:

- Consultation with staff representatives
- INSET training
- One to One briefing
- Small group briefing Team briefing
- Written or electronic format

- 7.2 Training to raise Fire Awareness will be provided to all employees annually.
- 7.3 All new employees will, during their induction, be informed of the school procedures and routines in the event of a fire or emergency evacuation.
- 7.4 All new staff will subsequently be required to attend fire safety INSET.
- 7.5 Staff will record training in respect of Fire Awareness on the schools CPD platform.
- 7.6 Where a specific risk has been identified in respect of a particular individual or group the Site Co-ordinator will:
 - 7.6.1 Inform, in writing, those people subject to the increased risk giving clear and relevant information on the risks to them as identified by the Fire Risk

Assessment.

- 7.6.2 Confirm, in writing, the measures taken to prevent fires and how these measures will protect them if a fire breaks out.
- 7.6.3 Review staff using areas of increased risk regularly and inform those persons using the areas for the first time of the increased risk, giving clear and relevant information on the risks to them identified by the Fire Risk Assessment
- 7.6.4 Following a review of specific risks, inform staff, in writing, of any changes to the level of risk and any additional measures taken to prevent fires and those taken to protect them if a fire breaks out.

Section 8 – Consultation with Staff

- 8.1 The school's Health and Safety Committee and those responsible for the management of fire safety and the implementation of the policy will consult annually with staff or their representatives regarding the fire safety.
- 8.2 The Health & Safety Committee will, as part of its oversight of health and safety matters, consult with staff or their representatives on issues relating to the management of fire safety and proposals to improve fire precautions.
- 8.3 Fire safety will be an agenda item for discussion by the Health & Safety Committee at each termly meeting or at any time in the event of a fire or if, in the opinion of the Governing Body or the Executive Headteacher, or staff representatives, there have been changes to the buildings, type of use, level of occupation or other significant events affecting Fire Safety.
- 8.4 Issues or concerns relating to the Fire Safety Policy, its implementation or management should be raised through the staff representative who will bring those issues to the attention of The Site Co-ordinator.
- 8.5 Urgent fire safety matters should be brought to the attention of the Premises Team Leader immediately.



Fire Safety
Awareness - 2025-26



Bemrose FRA
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