



Holland Junior School

Holland Road, Oxted, Surrey, RH8 9BQ
Tel No. 01883 715801 Email: info@holland.surrey.sch.uk

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School Security Policy

School Vision

We at Holland Junior School believe that every child, every family and every minute matters. We take pride in providing a nurturing and stimulating environment that encourages children to take risks and dream big in a place they feel safe, happy and listened to. Together we will create happy memories that last forever.

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Statement of intent

Holland Junior School recognises its duty, under the Health and Safety at Work etc. Act 1974, to identify, assess and keep under review health and safety related risks, and to eliminate or reduce risks. We are dedicated to ensuring the safety and wellbeing of all people within the school community through implementing effective security measures, including e-safety and electronic control measures. Under this policy, a security risk includes risks to staff and pupils.

To identify the most prominent risks facing us, a thorough risk assessment has been conducted, which has been used to frame this policy to ensure that the control measures are appropriate and relevant.

The aim of this policy is to inform staff, pupils, parents and visitors of the security arrangements and controls in place and encourage them to help ensure that these are implemented effectively, while maintaining an open and welcoming environment for all.

This policy and the associated procedures apply to all individuals entering the school premises. The policy will be distributed to staff and pupils, so they can recognise and understand the need to be more vigilant about their own safety and security.

1. Legal framework

- 1.1. This policy has due regard to all relevant legislation and statutory guidance including, but not limited to, the following:
 - Section 547 of the Education Act 1996
 - Section 40 of the Local Government (Miscellaneous Provisions) Act 1982
 - Health and Safety at Work etc. Act 1974
 - Management of Health and Safety at Work Regulations 1999
- 1.2. This policy has due regard to the following statutory and good practice guidance:
 - DfE (2018) 'Controlling access to school premises'
 - DfE (2019) 'School and college security'
- 1.3. This policy operates in conjunction with the following school policies and documents:
 - Health and Safety Policy
 - Lockdown and Evacuation Policy
 - Complaints Procedures Policy
 - Child Protection and Safeguarding Policy
 - Data Protection Policy
 - E-security and Data Breach Policy
 - CCTV Policy
 - Lettings Policy

- COSHH Policy
- Lord Chancellors Code of Practice on Records Management Policy
- Business Continuity Plan
- PSHE Policy

2. Roles and responsibilities

2.1. The governing board will be responsible for:

- Undertaking necessary security risk assessments in conjunction with the Head Teacher.
- Monitoring the performance of the school's security measures.
- Reviewing the effectiveness of this policy on a bi-annual basis.
- Delegating the day-to-day implementation of this policy to the Head Teacher.
- Ensuring that the school's security is accounted for when considering requests to hire the premises, in line with the school's

2.2. The Head Teacher will be responsible for:

- Appointing one or more competent persons to lead on school security – the school's competent person is the School Business Manager
- Establishing relationships with local security networks and working with the police, LA and others in the wider community to gather and share security-related intelligence.
- Implementing behaviour management strategies to reduce the likelihood of negative behaviour escalating to a more serious incident.
- Ensuring that all staff members are aware of the procedures set out within this policy and are provided with the required training.
- Informing parents, pupils, visitors and contractors of the school's security procedures.
- Establishing a system for reporting, recording and managing breaches of this policy.
- Budgeting for security measures effectively.
- Ensuring that security is taken into account when considering any proposed changes to the school premises.
- Undertaking necessary security risk assessments in conjunction with the governing board.
- Reporting any crimes to the police.
- Reporting security incidents to the police or emergency services where appropriate.
- Ensuring a Business Continuity Plan is in place.

2.3. All staff members are responsible for:

- Securing windows and doors when rooms are not in use.

- Ensuring that visitors sign in and out at the school office.
- Challenging any unidentified individuals and notifying the Head Teacher of any unauthorised person.
- Securing valuable equipment after use.
- Ensuring the security of school equipment when taken off the school premises, such as laptops.
- Acting in accordance with the school's Data Protection Policy and Cyber Security checklist, ensuring that data and information is secure.
- Reporting any minor security concerns to the Head Teacher.
- Reporting major security concerns directly to the police or emergency services, where appropriate.
- Carrying their school ID with them at all times.
- Any of their own property that they bring to the school site.

2.4. As the competent person, the School Business Manager is responsible for:

- Ensuring the school estate is well maintained, including the physical and electrical security systems.
- Securing school entrances and exits.
- Liaising with the named key holder, ensuring that the school is effectively secured at the end of each day.
- Ensuring security checks on a daily basis and maintaining a record of these checks.
- Raising any security concerns with the Head Teacher immediately.
- Considering the type, frequency and probability of an incident or event, so that effective control measures can be established.
- Prioritising risks and, in line with the school's and locally agreed procedures, implementing control measures to mitigate priority risks.
- Ensuring all access control systems, e.g. intruder alarms, are in good working order and are activated once the school has closed.
- Seeking professional advice on security issues where necessary.

2.5. Pupils and parents are responsible for:

- Reporting anyone without an ID badge to a staff member.
- Reporting any activity that they believe to be suspicious or concerning to a member of staff immediately – this can be done anonymously, if preferred.
- Taking responsibility for their own security.

3. Working with other agencies

- 3.1. The Head Teacher will establish relationships with local services such as the police, the LA and others in the community.
- 3.2. The School Business Manager will be responsible for maintaining these relationships to gather and share security-related information.

- 3.3. Strong links will be developed with the police to enable the school to put arrangements in place to share information quickly and to help with the review of this policy and related security plans.
- 3.4. The School Business Manager will seek expert security advice where necessary and use this information when reviewing this policy.

4. Physical security arrangements

- 4.1. Intrusion detection systems, including fencing, security lighting, security glazing and intruder alarms, will be installed throughout the school estate.
- 4.2. The site manager will undertake daily visual checks of the school fencing, security glazing, gates and locks, ensuring that they are maintained to a high standard.
- 4.3. The school will be able to lock down parts, or all, of the school, in accordance with the Lockdown and Evacuation Policy.
- 4.4. Vehicle access will be restricted via the use of building controls that enables part of the school to be locked down, minimising direct access to school buildings e.g. by using warning and directional signage, barriers and structural furniture.
- 4.5. There will be directional signage so that individuals can find the school office with ease.
- 4.6. There will be warning signs around the school that state the expected behaviour of individuals, and that the police will be contacted following any inappropriate or threatening behaviour.
- 4.7. Chemical and biological materials will be stored safely and securely, in line with industry standards.
- 4.8. An intercom system will be used to minimise the risk of unauthorised people from entering the school premises.
- 4.9. Between the times of 8.50am and 3:30pm, the school gates (pedestrian and carpark) will be closed by way of an automatic timer
- 4.10. Where access to the school is required, such as for a large delivery, permission will be sought from the Head Teacher or SBM prior to the event and the site manager/School Business Manager/ Office Staff will oversee the access.
- 4.11. Staff cars are safely secured in the school car park via electronic gates.
- 4.12. There will be an intercom system on the car park fence, in case individuals need to access the car park.
- 4.13. School security alarms are tested on a monthly basis by the site manager.
- 4.14. The school cleaner ensures that the school alarm is set on a nightly basis.

- 4.15. Confidential information will be stored in locked filing cabinets, which only authorised staff have access to.
- 4.16. The school office will be secured whenever it is unattended, as it is the main entrance point to the school.
- 4.17. External classroom doors will be closed when they are not in use.
- 4.18. All visitors will be escorted to and from their destination within the school by a member of staff if there is no evidence of DBS clearance
- 4.19. The school's security lighting will be maintained by the site manager.

5. E-security

- 5.1 Softegg, (third party ICT support) will be responsible for ensuring that appropriate and effective online security systems are in place, including malware, internet gateways, firewalls and virus control software.
- 5.2 The school uses a secure network that is password protected.
- 5.3 Staff members and pupils are aware of the school's E-security and Data Breach Policy and the measures that are in place to effectively manage risks caused by internet use.
- 5.4 All staff members will be responsible for identifying risks posed to pupils and themselves, including those in relation to the use of the internet.
- 5.5 Staff members and pupils will not use their personal devices for school-related work.
- 5.6 The E Security and Data Breach Policy will be reviewed in light of any new cyber security risks, e.g. a rise in arson incidents in the local area, or statutory guidance, and updated where appropriate.

6. Equipment and belongings

- 6.1. All portable electronic equipment will be stored in a secure location at the end of each day.
- 6.2. After using school equipment, staff members will be responsible for ensuring that it is returned to the appropriate storage location and secured.
- 6.3. Staff members will be responsible for any personal belongings, including teaching equipment, they bring on to the school premises.
- 6.4. Pupils, parents, visitors and contractors will be responsible for their personal belongings and the school will not be liable for any damage or loss which may occur, in line with the school's Visitors and Managing Contractors Policy.

- 6.5. Pupils will be advised not to bring valuable items to school unless absolutely necessary.
- 6.6. Where a pupil requires a valuable item to be brought to school, they can arrange with the Head Teacher in advance for a secure place to store the item.
- 6.7. Any equipment that someone wishes to take off the school site will be approved by the Head Teacher in advance and a record of the loan kept, in line with the Visitors and Managing Contractors Policy.
- 6.8. Any equipment that is loaned out to staff or pupils will be inspected upon its return, e.g. laptop that could carry viruses.
- 6.9. Outside play equipment, as well as sporting equipment, will be tidied away and secured inside the building/PE Shed at the end of use.
- 6.10. Lost property will be stored in the Lost Property cupboard which is emptied each half term

7. School events

- 7.1. During school events, all rooms except those required will be locked where possible.
- 7.2. Unless needed for the event, all equipment will be securely stored away.
- 7.3. The event organiser will be responsible for recording what equipment is being used for the event and ensuring that it is returned.
- 7.4. The site manager and the Head Teacher will carry out an extensive risk assessment for each event.
- 7.5. The Head Teacher/school cleaner (whoever is the last to leave the building will lock the school after the event has finished.
- 7.6. During off-site events, the school premises will be secured.
- 7.7. Individual staff members will not be left alone on the school premises with a parent or visitor.

8. Access to the premises

- 8.1. The school premises are private property; however, parents of enrolled pupils have an 'implied licence' to access the school premises at specified times.
- 8.2. All staff members will be issued with an ID badge during their induction process, which must be worn at all times.
- 8.3. Upon arrival at the school, visitors will be directed to the school office where they must sign in, giving a reason for their visit, and wait for further direction from a member of the office staff.

- 8.4. All visitors will be made aware of, and will be expected to act in accordance with, the school's Visitor and Managing Contractors Policy.
- 8.5. All visitors and contractors who are authorised to be on the school premises will be provided with a school ID badge, which will be kept visible at all times. Those with a checked DBS will wear their own lanyard with, when required, a visitor sticker badge.
- 8.6. The office staff will be responsible for ensuring that contractors and visitors sign out when they leave and return their ID badge.
- 8.7. Anyone who does not have an ID badge or is suspected to be an intruder will be challenged by asking 'Can I help you?'.
- 8.8. Individuals who are hiring the school site will act in accordance with the Lettings Policy and their hire agreement.
- 8.9. Integrated access control systems will be installed to control, monitor and deny access when necessary.
- 8.10. The site manager will ensure that all access control systems are in place and effective – where problems are identified, the site manager will rectify them immediately or arrange for them to be rectified.

9. Removing people from the premises

- 9.1. In the event of abuse or threats to staff, pupils, parents or visitors, the school holds the right to ban an individual from entering the premises.
- 9.2. Where an individual has accessed the premises in a way that exceeds their 'implied licence', the school has the right to remove them from the premises; this includes any individual causing a nuisance or disturbance.
- 9.3. Unidentified individuals who refuse to report to the school office, become aggressive or are deemed to be a threat to the safety of the school community, will be escorted from the school premises and, where necessary, the police will be called.
- 9.4. In terms of barring particular individuals, the Head Teacher will make a proposal in writing to the governing board and all parties involved will be given the opportunity to formally express their views.
- 9.5. Letters and documentation concerning barring an individual will be signed by the Head Teacher.
- 9.6. Following formal representations being made by the parties involved, the bar will either be confirmed or removed.
- 9.7. All bars will be subject to review within a reasonable timeframe.
- 9.8. The school has the right to take civil action through the courts to stop persistent trespassers.

- 9.9. If a crime is committed on the school premises, the school has the right to remove the individual in question from the site and report the incident to the police.

10. Violent crime

- 10.1. All staff will be made aware of the indicators which may signal that pupils are at risk from, or are involved with, serious violent crime. All staff will be made aware of the associated risks and will understand the measures the school has in place to manage these, which are outlined in the Child Protection and Safeguarding Policy.
- 10.2. Where there are concerns about weapons being brought on to the school premises, the Head Teacher and site manager will decide whether security mechanisms need to be put in place to ensure the school community is kept safe.

11. Reporting security concerns

- 11.1. Missing or stolen equipment will be reported immediately to the SLT.
- 11.2. Unidentified individuals will be challenged immediately and reported to the school office.
- 11.3. Concerns regarding the security of the school will be reported directly to the site manager.
- 11.4. The Head Teacher will promptly risk assess and discuss security concerns with the governing board to identify effective resolutions, e.g. installing CCTV systems.
- 11.5. Complaints about the school's security measures will be dealt with in line with the school's Complaints Policy.
- 11.6. If the DfE is made aware of an extremist or counter terrorism-related incident at the school, it will work with the LA and other partners to ensure the school is provided with the relevant support.

12. Emergency procedures

- 12.1. The school will draw on the expertise provided by the academy, police and other agencies when developing emergency procedures.
- 12.2. In the event of an emergency or a breach of security, the procedures outlined in the school's Lockdown and Evacuation Policy will be followed – staff members will be made aware of when it is appropriate to implement these procedures.
- 12.3. All staff members, pupils and volunteers, will be made aware of the school's emergency procedures as part of their induction, including those in relation to security alerts, trespassers and unidentified objects.
- 12.4. The Head Teacher will ensure that the appropriate authority is notified about any incidents and the need for emergency procedures, e.g. the police or the academy.

- 12.5. If it is necessary for the school to be locked down, the Head Teacher will contact the police for advice.
- 12.6. The Head Teacher, or their delegate, will be responsible for communicating with parents while the school's emergency procedures are being implemented.
- 12.7. The Head Teacher, or their delegate, will be responsible for dealing with any media enquiries about an incident.
- 12.8. Where appropriate, the school's social media channels will be used to keep the public informed during a serious incident. The Head Teacher will liaise with the police on how to share this information effectively.
- 12.9. If emergency procedures are carried out, the Head Teacher is responsible for ensuring that these are properly recorded.
- 12.10. This policy, and all associated plans and procedures, such as the Business Continuity Plan, will be reviewed and evaluated following any incident, to ensure that they remain effective.

13. Staff training and informing pupils

- 13.1. Staff members will receive e-security related training on an annual basis.
- 13.2. All staff members and pupils will receive training in the school's emergency procedures and will be aware of what to do.
- 13.3. The site manager (competent person) will have relevant subject knowledge, e.g. security, be trained in matters related to handling health and safety risks and have the experience to apply subject knowledge correctly in the workplace.
- 13.4. Staff will receive safe handling training for chemical and biological materials, in line with the school's COSHH Policy.
- 13.5. Staff will be made aware of relevant security networks and be able to evaluate and assess the impact of any new initiatives on the school policy and its day-to-day operation, as well as how to protect themselves and pupils from harm, safeguard the school estate and be able to determine when it is appropriate to contact the police/emergency services.
- 13.6. Staff members will receive training in communications handling, particularly in relation to the press and media, on an annual basis.
- 13.7. External providers and visitors will be invited into the school when necessary to help deliver security-related messages to staff and pupils. When determining whether an external provider should be invited into school, the Head Teacher will consider the following:
 - What the desired learning objectives and outcomes of the session are

- Why an external provider needs to be used rather than an internal member of staff
- Whether the messages can be delivered in line with the school's Child Protection and Safeguarding Policy
- Whether the external provider has the required skills and knowledge
- How the impact of the session will be evaluated

13.8. Pupils will be taught about security-related issues through the PSHE curriculum, in line with the PSHE Policy.

14. Testing security procedures

- 14.1. The site manager will develop a schedule of testing the school's security and emergency procedures.
- 14.2. These tests will be used to identify where improvements can be made and to enable the school to assess what the wider residual effects of an incident are likely to be.
- 14.3. The Head Teacher will determine whether neighbouring schools, the local police or other agencies should be involved in helping to evaluate practise drills.

15. Information security

- 15.1. The DPO will be responsible for ensuring that there are policies and procedures in place to manage and monitor access to sensitive and personal information, including the Data Protection Policy and the E Security and Data Breach Management Policy.
- 15.2. The DPO will provide training to staff on school policies and procedures in relation to information security.
- 15.3. Policies relating to information security will be reviewed in light of any new information on security risks or statutory guidance, and updated where appropriate.

16. Monitoring and review

- 16.1. A Security Risk Assessment will be conducted by the Head Teacher, School Business Manager and governing board on an annual basis, and will be used as the basis of this policy.
- 16.2. This policy will be reviewed on an annual basis by the governing board, School Business Manager and Head Teacher.
- 16.3. The next scheduled review date for this policy is January 2025
- 16.4. Staff members will be notified of any changes made to this policy or to the school's security system.