

Intruder Policy

Springboard Nursery believes that the safety of the children and staff in our setting is of paramount importance. We make every effort to keep our setting secure from intruders.

Aims

The aim of this policy is to inform practitioners and parents/carers of the procedures to take in the event of an intruder being identified on the premises. All practitioners must be aware that it is their priority to maintain the safety of any child/ren in their care as well as their own safety and to protect the setting's environment and equipment.

Methods

An intruder is an individual in the setting who has not followed established visitor procedures and may or may not be a safety hazard to the setting. This policy provides a means of dealing with either situation. Any member of staff who observes an individual in the setting who appears suspicious or out-of-place should either approach the individual (if safe to do so), ask for their name and purpose in the setting or should contact the Manager / Deputy Manager for assistance. The person approaching the suspicious individual must determine if the person poses a safety hazard or just needs to be made aware of the setting's visitors' policy. While determining the status of a visitor, every effort must be made to ensure children in our care are safe, feeling secure and where possible, continuing to be engaged in their current activities. If need be, children must be given reassurances as to their own and others safety and wellbeing.

Procedure: (To be followed if unsure whether a person poses potential risk)

1. Politely greet intruder, identify yourself and ask the purpose of the visit to the setting.
 - a. if you have concerns ask a colleague to observe your approach to the intruder.
2. If the person has a legitimate reason for visiting the nursery;
 - a. escort them (providing it is safe to do so and will not adversely affect staff/child ratios) to the Office and have them check in as a visitor.
 - b. ensure they are aware of the settings visitor policy for future reference.
 - c. review security to determine how the intruder gained entry.
3. If the person does not appear to have a legitimate reason to be on the premises, explain that all visitors must report to the Office and escort the person to the Office.
4. Depending on the circumstances and the demeanour of the intruder, the Manager/Deputy Manager will make every effort to call the police to report the incident. If the intruder appears agitated, irrational or refuses to leave the building in a peaceful manner, endeavour to calm the person by talking in a low calm reassuring voice whilst also trying to gain the attention of another staff member to call the police.
5. If police are called and the individual leaves or attempts to leave prior to the police arriving, do not attempt to physically detain or restrain the person. Contact the police to inform the responding officers that the individual has left the building, the direction and means of transport.
6. If the individual stays until police arrive, inform the officers what has happened that led to the individual being with you so they can establish probable cause for arrest for trespassing. Also, whilst still in the presence of the police, verbally ask the person not to return to the Nursery.
7. Review security immediately.
8. Log incidents and actions as soon as possible.

An intruder who is armed or otherwise poses a safety hazard

1. As safely as possible, alert all staff members that there is an intruder in the building.
2. Contact the police as soon as possible to report the incident.
 - a. Give the operator all the information regarding the location of the intruder, a physical and clothing description and the weapon(s) involved.
 - b. Advise the operator what you are doing to ensure the safety of the children and other staff members.
 - c. Remain on the line until the operator advises you to hang up.
 - d. Until the police arrive, monitor the location of the intruder.
 - e. When confronting an intruder, if possible, without compromising the safety of others, take another staff member with you. Ask a third staff member who is not involved to contact the Manager/Deputy Manager. Determine who will initiate contact with the intruder and who will be the back-up person. Both staff members should break off contact and leave when it is safe to do so. Attempt to direct the intruder to the entrance/or away from areas occupied by the children. Use casual conversation or body language to calmly direct the situation. If the intruder refuses to cooperate, do not escalate the situation. If the intruder shows a weapon, assure him/her that it is not necessary for him/her to consider using the weapon.
3. Back away slowly and leave the area.
4. Both of your hands should be up with your palms facing the intruder while slowly backing away.
5. Remain calm, do not attempt to disarm the person.
6. Once the police officers arrive provide them with the following information:
 - a. Location of intruder
 - b. Description of intruder
 - c. Any known weapons
 - d. Any statements made by the intruder
7. Be prepared to keep media, parents, and other community members out of the setting.

The police will secure the building. Contact the press office at National Centre if you need help with a press statement.

8. All other staff members and official visitors should remain in their designated area/room with the children unless otherwise directed by the police, reassuring, and engaging the children as appropriate. In any event there will be a thorough investigation of the incident, and a report will be made by all staff involved. Inform Ofsted and the settings parents of the incident and the subsequent investigation, with due regard to both data protection and confidentiality policies.

This policy was implemented by Springboard Management Team: please note all policies and procedures will be reviewed on a yearly basis, unless there is a need to implement changes prior. Please note any updates and changes will be forwarded by email.

Date: 01.09.2023