



White Spire School Business Continuity Plan

July 2025

Review July 2026

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Incident Management Plan

1.1 Purpose & Scope of this document

The purpose of this document is to assist the School to define an incident response structure that would be required in the event of an incident occurring at the School. In doing so it outlines the key roles and responsibilities in responding to and recovering from an incident.

The Business Continuity Standard BS 25999 states –

“In any incident situation there should be a simple and quickly-formed structure that will enable the organisation to:

- *Confirm the nature and extent of the incident*
- *Take control of the situation,*
- *Contain the incident, and*
- *Communicate with stakeholders”*

This document is not intended to be a prescriptive list of actions to take to manage an incident.

1.2 Incident Management Team

Incident Management Team structure

The Incident Management Team is made up of the Senior Leadership Team. The team needs to form and react as soon as possible to the incident. On forming, those present can take decisions to apply appropriate resources to deal with an event as it occurs (ideally to prevent it becoming a crisis).

The key roles of the Incident Management Team are to:

- Provide strategic direction, especially at a local level
- Hold ultimate responsibility
- Represent the public face of the School
- Assume responsibility for co-ordinating incident management
- Provide direction / support as required to staff and students and outside agencies to effectively manage the incident at an operational level

The table below shows the members of the Incident Management Team:

Name	Role
Miss Michelle Bartle	Headteacher
Miss Laura Halsey	Deputy Headteacher
Mr Anton De Beer	Deputy Headteacher
Mrs Shams Sharples	Assistant Headteacher
Miss Susan Marshall	Assistant Headteacher
Miss Geraldine Osborne	Chief Financial Officer
Ms Sally Elton	Business Support & Logistics Manager
Mr Paul Mayo	Site Manager

1.3 Incident Management Team Meeting Room

	First Choice	Second Choice (offsite option)
Nominated Meeting Rooms	Head Teacher Office	Rickley Park School
Capacity	7	7
Computer Equipment Held in Room	Yes	Yes
Network Points in Room	Yes	Yes
Other Specialist Equipment Held if Necessary (e.g. Digital TV & Radio, fax)	No	No

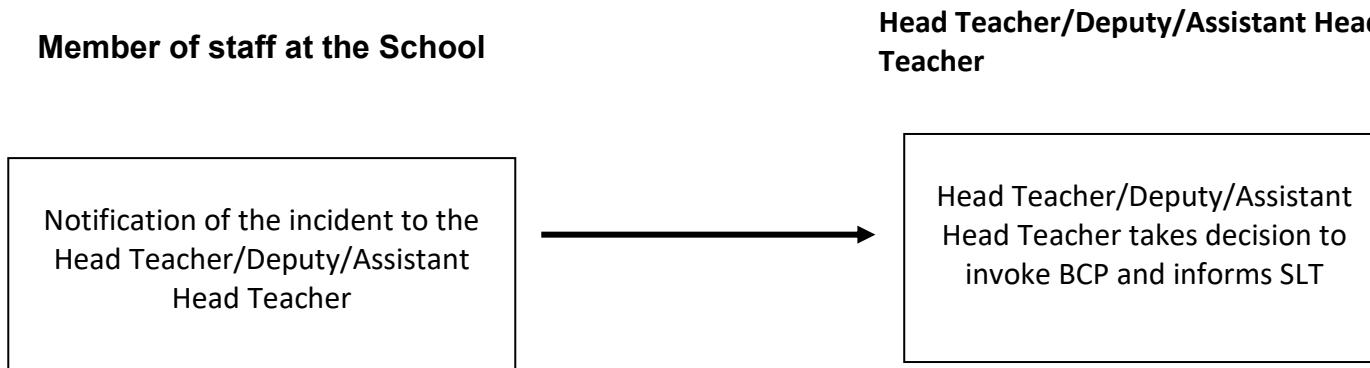
1.4 Incident escalation and invocation of the Business Continuity Plan

1.4.1 Incident escalation process

It is vital that the School has a clear and simple method by which it can quickly recognise a business continuity threat and act accordingly. It is better to over-react to serious incidents and then stand down members of staff than to under-react.

The agreed escalation and invocation framework to be adopted and understood by all is set out below.

Diagram 1 – Escalation and Invocation



The Head Teacher has the authority to compel all members of the Incident Management Team to meet as soon as is reasonable to discuss an incident, or the threat of an incident, which could force the Business Continuity Plan to be invoked.

1.5**Example actions for the Incident Management Team**

No	Action	Completed Yes / No
1.	Determine nature of incident and extent of impact on the School (see Appendix A – Incident Assessment Form).	
2.	Ensure priorities have been identified.	
3.	Decision taken to invoke Business Continuity Plan.	
4.	Decide on location of meeting room. Call up other members of Incident Management Team as relevant and get them to come to the meeting room.	
5	Open an incident log (see Appendix B) to record key actions and decisions taken.	
6.	Identify resources required to deal with incident	
7.	Consider implementation of Communications Strategy (internal and external).	
8.	Agree a time for next meeting and follow on meetings and briefing and reporting into incident log. Agree monitoring process for plan implementation and frequency of reports to Principal.	
9.	Consider the plan for recovery (focussed on Mission Critical Activities and non-critical activities).	
10.	On conclusion of incident stand down Team and instigate the lessons learnt review.	

Appendix A – Incident Assessment Form

This table is to be used by the Incident Management Team for completing an initial assessment of which Mission Critical Activities have been impacted and the likely duration of the impact.

Priority Order	Mission Critical Activity	Accountability for Mission Critical Activity	Nature of Impact	Duration
1	Safety of staff and students (Duty of Care)			
2	Reception / switchboard (receiving and giving information)			
3	Leadership			
4	Site security			
5	School trips (school trip happening)			
6	School trips (incident happened on school trip)			
7	Managing catering			
8	Internal communication with staff and students			
9	External communications with key stakeholders			

10	Ability to provide exams (at exam time)			
11	School trips (school trip in the near future)			
12	ICT support (IT services) MIS / Internet			
13	HR support (payroll at a critical time in the month)			
14	ICT support (phones)			
15	Creditors (payments)			
16	Financial management (operating the finance system)			
17	Calendar events			
18	Provision of teaching facilities e.g. classrooms, sports hall			
20	Qualification driven teaching and learning			

Appendix B – Incident Log

Entry No.	Date	Time	Description of action taken / decision made	Costs incurred	Completed by

Entry No.	Date	Time	Description of action taken / decision made	Costs incurred	Completed by

2.1 Public Section

Name	Role	Work
Miss Michelle Bartle	Headteacher	01908 373266
Miss Laura Halsey	Deputy Headteacher	01908 373266
Mr Anton De Beer	Deputy Headteacher	01908 373266
Mrs Shams Sharples	Assistant Headteacher	01908 373266
Miss Susan Marshall	Assistant Headteacher	01908 373266
Ms Sally Elton	Business Support & Logistics Manager	01908 373266
Miss Geraldine Osborne	Chief Financial Officer	01908 373266
Mr Paul Mayo	Site Manager	01908 373266

2.2 Confidential Section

Name	Role	Work	Home	Mobile
Michelle Bartle	Headteacher	01908 373266		
Laura Halsey	Deputy Headteacher	01908 373266		
Anton De Beer	Deputy Headteacher	01908 373266		
Shams Sharples	Assistant Headteacher	01908 373266		
Susan Marshall	Assistant Headteacher	01908 373266		
Sally Elton	Business Support & Logistics Manager	01908 373266		
Geraldine Osborne	Chief Financial Officer	01908 373266		
Paul Mayo	Site Manager	01908 373266		

Governor	Role	Contact Number
Shanie Jamieson	Chair	

3 External Communication

Organisation	Contact Name & Address	Title	Contact Telephone Number(s)
Key External Stakeholders			
Intruder Alarm	Swift Fire & Safety Ltd Unit 24, Orton Enterprise Centre, Bakewell Road, Orton Southgate, Peterborough PE2 6XU	Swift Fire & Safety	01733 602955
CCTV	White Spire School		01908 373266
Fire Alarm	Swift Fire & Safety Ltd Unit 24, Orton Enterprise Centre, Bakewell Road, Orton Southgate, Peterborough PE2 6XU	Swift Fire & Safety	01733 602955
Utilities	Gas – Total Gas & Power Ltd Bridge Gate, 55-57 High Street Redhill, Surrey RH1 1RX A/c No: 3002998251 Electricity – N Power, PO Box 8007, Oldbury B69 2AL A/C No: B3740619 Water – Anglian Water PO Box 10642, Harlow CM20 9HA A/c No: 121320972-Y-M		Emg Hot Line: 0800 111 999 01737 275800 0845 070 9494 Leakage: 0800 9175901 03457 145 145 0800 771 881
School House	Gas & electricity - British Gas		0800 111 999
Telephone	Stone Technologies Ltd		08448 221122
Internet	BT Vodafone		0800 800 154 03333 040 191
Local Authority	Milton Keynes Council Civic Offices, 1 Saxon Gate East MK9 3EJ		01908 691691

<i>In event of invoking your business continuity plan, all contact with the Council should be directed through the Milton Keynes Council Community Alarm Service</i>	<i>Milton Keynes Community Alarm Centre</i>		Out of hours emergency: 01908 311773 24hr no: 01908 226699 (Children's Services Incident Management Team)
Business Continuity Planning Support	MKC- Civic Offices	businessresilience@milton-keynes.gov.uk	01908 253312
Health & Safety Team	MKC		Office: 07788364785
Emergency Services			
Fire / Police / Ambulance	MK Police Station 302 North Row Witan Gate East Milton Keynes MK9 2DS MK Fire & Rescue		0845 8 505 505 999
Local Police Liaison Officer	PC Sian Terrett		07976 944364
MK Hospital Accident and Emergency	Milton Keynes General Hospital Eaglestone MK6 5LD		01908 660 033
Locksmith	Brinnicks Locksmiths 58 High Street NEWPORT PAGNELL MK16 8AQ		01908 617575
Disaster Recovery			
Risk & Insurance Team Zurich Insurance	LGSS Insurance Property Claims	Abigail Attwood	Office: 07841 784950 0800 335500 (Out Of Hours: 0800 0280336)

Organisation	Contact Name & Address	Title	Contact Telephone Number(s)
Professional Services			
Caterers	The Online Greengrocer Thomas Ridley Waterdene Foodservice		01908 101381 01359 271071 01525 371367
Grounds Maintenance	Landscape Avenue		01908 849000
Supply Teacher Agencies	Tick Education Dunbar Education		01908 752990 0330 3359914
IT	Savvy IT		01908 870544

3.1 Loss of Site

3.1.1 Plan Owner

Owner:	Deputy Owner / Plan Maintainer:
<p><i>The key person who should have confidence in the plan</i></p> <p>Head Teacher</p>	<p><i>Should also have confidence in the plan, although is perhaps less senior.</i></p> <p><i>Responsible for maintenance of the plan.</i></p> <p>Deputy Heads/Assistant Head Teachers</p>

3.1.2 Risk Description

Risk	Potential Triggers of the Risk	Risk width (i.e. critical activities that will be affected)	Current Mitigation
Loss of site	Fire, explosion, terrorism, adverse weather, power cut / utilities failure, incident in local area affecting access to the site, flooding, transportation incident shutting down the area, arson / sabotage	All activities	<ul style="list-style-type: none">• Fire risk assessments• Health and safety policy• Regular checks of fire alarms / security alarms / extinguishers• Fire drills• Electricity check• Gas appliances checked• Monthly check on emergency lighting• Maintenance contracts in place• External CCTV• Termly health & safety inspection / meeting

3.1.3 Response Plan

No	Action	Timing / Priority	Responsible	Tick when complete
1. Actions required in the event of the incident occurring out of normal school hours				
1.1	Fire alarm / security alarm system triggered	Immediate	Site Manager	
1.2	Infrastructure Manager would contact emergency services if necessary	Immediate	Site Manager	
1.3	Infrastructure Manager to attend the site – to liaise with emergency services and contact Head Teacher and/or School Operations Manager	Immediate	Site Manager	
1.4	Depending on severity of incident decision made whether Incident Management Team need to attend site	Immediate	Head Teacher	
1.5	If necessary Head Teacher to co-ordinate early morning meeting to agree strategy with appropriate personnel	Immediate	Head Teacher	
1.6	Notification to all building users including staff and students (phone call tree / text messaging) to say School will be closed. Update website (if accessible).	Next few hours	Head Teacher	
1.7	Allocated staff to stand at the gates and inform students and other staff of the situation and where they can get updates from – this will include sending students home	Next few hours	Deputy Heads/Assistant Head Teachers	
1.8	Head Teacher to deal with relevant media enquiries	On-going	Head Teacher	
1.9	Inform Chair of Governors about incident and decisions taken	Next few hours	Head Teacher	

1.10	Contact and liaise with insurers	Next few hours	Chief Financial Officer	
1.11	Infrastructure Manager to provide regular updates to the Incident Management Team on on-going basis as appropriate	On-going	Site Manager	
1.12	Consider longer term alternative accommodation if required	Ongoing	Head Teacher	
2. Actions required in the event of the incident occurring during normal school hours				
2.1	Alarm triggers evacuation (in line with fire drill / evacuation procedure)	Immediate	Head Teacher/ Deputy/ Assistant Head Teacher	
2.2	Infrastructure Manager to identify nature of incident and liaise with Head Teacher Infrastructure Manager to contact emergency services if necessary	Immediate	Site Manager	
2.3	Members of Incident Management Team to liaise with Head Teacher to identify nature and extent of incident	Immediate	Head Teacher	
2.4	If necessary Head Teacher to co-ordinate meeting to agree strategy with appropriate personnel	Immediate	Head Teacher	
2.5	Notification to all building users to say School will be closed. Update website (if accessible).	Next few hours	Deputy Head/ Assistant Head Teacher	
2.6	Decision made as to whether to send students home or use emergency accommodation	Next few hours	Head Teacher	
2.7	Head Teacher to deal with relevant media enquiries	On-going	Head Teacher& LA	
2.8	Inform Chair of Governors about incident and decisions taken	Next few hours	Head Teacher	

2.9	Contact insurers	Next few hours	Chief Financial Officer	
2.10	Infrastructure Manager to provide regular updates to the Incident Management Team on on-going basis as appropriate	On-going	Site Manager	
2.11	Consider longer term alternative accommodation if required	On-going	Head Teacher	

3.2 Significant loss of staff (over 10% for more than one day)

3.2.1 Plan Owner

Owner:	Deputy Owner / Plan Maintainer:
<i>The key person who should have confidence in the plan</i> Head Teacher	<i>Should also have confidence in the plan, although is perhaps less senior. Responsible for maintenance of the plan.</i> Deputy Head/Assistant Head Teacher

3.2.2 Risk Description

Risk	Potential Triggers of the Risk	Risk width (i.e. critical activities that will be affected)	Current Mitigation
Significant loss of key staff (over 10% for more than one day)	Prolonged adverse weather, transport problems e.g. train strike, significant illness, teaching strike	All activities	<ul style="list-style-type: none"> • Agency arrangements / temporary staff • Early detection of possible severe weather / transport problems • Remote access

3.2.3 Response Plan

No	Action	Timing / Priority	Responsible	Tick when complete
Cover in place for key staff:				
See Incident Management Section 1.4				
1.1	Staff contact absence line to say can't get in / not coming in – information gathered by Senior Manager i/c Cover/Data (BC)	Immediate	Senior Manager i/c Cover/Data	
1.2	If more than 10 staff absent the Senior Manager i/c Cover/Data would liaise with Head Teacher and Assistant Head Teacher	Immediate	Head Teacher/ Deputy Head/ Assistant Head Teacher	
1.3	Deputy Head Teacher/Assistant Head Teacher to define minimum staffing requirements and decide on cover needs / groupings / timetable and would liaise with Principal	Immediate	Deputy Head/Assistant Head Teacher	
1.4	If appropriate contact agency staff with staffing requirements – book if meet minimum requirements	Immediate	Senior Manager i/c Cover/Data	
1.5	If minimum requirements can't be met Deputy Head Teacher to liaise with Head Teacher to decide on necessary action	Immediate	Deputy Head/Assistant Head Teacher	
1.6	Head Teacher to advise Chair of Governors (if school closure is required)	Next few hours	Head Teacher	
1.7	If necessary identify if alternative teaching provision can be provided in the longer term	On-going	Head Teacher	

1.8	Implement communications strategy to inform all staff, students and parents of any changes in arrangements	On-going	Chief Financial Officer	
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3.3 Loss of IT / Loss of phones

3.3.1 Plan Owner

Owner:	Deputy Owner / Plan Maintainer:
<p><i>The key person who should have confidence in the plan</i> Head Teacher, Deputy Head & Assistant Head Teachers</p>	<p><i>Should also have confidence in the plan, although is perhaps less senior.</i> <i>Responsible for maintenance of the plan.</i></p>

Risk Description

Risk	Potential Triggers of the Risk	Risk width (i.e. critical activities that will be affected)	Current Mitigation
Loss of IT / Loss of phones	Virus, hacking, sabotage, theft, fire, flood, water leak, loss of power, internet failure, failure of air conditioning unit, hardware / network switch failure, road works cutting cable	All	<ul style="list-style-type: none">• Full offsite Backups on daily basis• All staff have remote access to IT as required / IT team have remote access to network• Local skilled and trained staff members in place• Virus scanning software• Members of SLT have mobile phones• Portable air conditioning unit in server room• Telecoms support from Plusnet (Internet Provider)• Telecoms support from Vodafone (Internet Provider)• Telecoms support from Stone (Telephony Provider)

3.3.2 Response Plan

No	Action	Timing / Priority	Responsible	Tick when complete
Critical systems for the School:				
<ul style="list-style-type: none"> • Management Information System • Access control • Teaching resources • General applications • Finance • HR • Internet • Email • Remote access • Website 				
1. Actions required in the event of a loss of IT services				
1.1	Infrastructure Manager to be notified – verbally of incident / or identifies a problem through system alerts	Immediate	Site Manger & Savvy IT	
1.2	Infrastructure Manager undertakes local assessment of incident and options for recovery	Immediate	Site Manager & Savvy IT	
1.3	Infrastructure Manager communicates with Head Teacher via phone or email if available – scope of problem and how long the system will be down / anticipated recovery time	Immediate	Site Manager & Savvy IT	
1.4	Other staff would be informed via phone / email if available / verbally	Next few hours	Site Manager & Savvy IT	

1.5	Infrastructure Manager & General Technician regularly liaises Head Teacher / Assistant Head Teachers depending on severity of incident	Next few hours	Site Manager & Savvy IT	
1.6	Implement other manual procedures as required	Next few hours	Head Teacher	

2. Actions required in the event of a loss of phones

2.1	Notify Head Teacher (if not available – Chief Financial Officer)	Immediate	Deputy Head/Assistant Head Teacher	
2.2	Assistant Head Teachers would then notify staff by an all staff email	Immediate	Deputy Head/Assistant Head Teacher	
2.3	Try to resolve problem locally	Immediate	Savvy IT	
2.4	Savvy IT to contact Stone Technologies for support with resolving the problem	Immediate	Savvy IT	
2.5	If website available – information to be put on this to notify all stakeholders of the situation	Next few hours	Head Teacher / Savvy IT	
2.6	Assistant Head Teachers to undertake regular review of situation and communicate this to the Head Teacher who would then update other staff if necessary	On-going	Deputy Head/Assistant Head Teacher	

3.4 Significant Incident on or off site

3.7.1 Plan Owner

Owner:	Deputy Owner / Plan Maintainer:
<p><i>The key person who should have confidence in the plan</i> Head Teacher</p>	<p><i>Should also have confidence in the plan, although is perhaps less senior. Responsible for maintenance of the plan.</i></p> <p>Deputy Head/Assistant Head Teacher Chief Financial Officer</p>

3.4.2 Risk Description

Risk	Potential Triggers of the Risk	Risk width (i.e. critical activities that will be affected)	Current Mitigation
Significant incident on or off site	Bus crash, stabbing or fatal incident, incident on a School trip, terrorism incident, violent intruder, demonstrations, loss of key data	All activities	<ul style="list-style-type: none"> • Regular dialogue with the police • External CCTV • School Visits policy • Risk assessments • Sufficient staff with emergency first aid training • All staff trained in Child Protection • Zero tolerance policy

3.4.3 Response Plan

No	Action	Timing / Priority	Responsible	Tick when complete
1. Actions required in the event a significant incident occurring (including visits)				
1.1	Put immediate actions in place to safeguard students and staff	Immediate	Head Teacher	
1.2	Head Teacher / nominated emergency contact informed of all significant incidents in person / by phone / via email	Immediate	Head Teacher	
1.3	Incident Management Team to have emergency meeting if possible and agree relevant strategy	Immediate	IMT	
1.4	Incident Management Team to liaise with emergency services or relevant authorities and assess impact of incident	Immediate	IMT	
1.5	Incident Management Team make decision as to whether appropriate to attend site of incident and who should attend	Immediate	IMT	
1.6	Communicate agreed message with staff and students (reminder to staff on procedure for dealing with enquiries e.g. from the media and parents)	Next few hours	Deputy Head/Assistant Head Teacher	
1.7	Inform Chair of Governors about incident and decisions taken	Next few hours	Head Teacher	
1.8	Contact insurers for support as required	Next few hours	Chief Financial Officer	
1.9	Provide family support as appropriate	On-going	Head Teacher	

1.10	Head Teacher to deal with media enquiries and produce a press statement where necessary	On-going	Head Teacher	
1.11	Arrange counselling as appropriate	On-going	Deputy Head/Assistant Head Teacher	
1.12	Liaise with local police, social services or other agencies if relevant, particularly around parent contact	On-going	Head Teacher	
1.13	Ongoing communication with staff, students and parents	On-going	Deputy Head/Assistant Head Teacher	
1.14	Review longer term implications of the incident for the School	On-going	IMT	

3.8 Health Incident

3.8.1 Plan Owner

Owner:	Deputy Owner / Plan Maintainer:
<p><i>The key person who should have confidence in the plan</i></p> <p>Head Teacher</p>	<p><i>Should also have confidence in the plan, although is perhaps less senior. Responsible for maintenance of the plan.</i></p> <p>Chief Financial Officer</p>

3.8.2 Risk Description

Risk	Potential Triggers of the Risk	Risk width (i.e. critical activities that will be affected)	Current Mitigation
Health incident	Legionella, meningitis, TB, other virus, food poisoning	All student activities	<ul style="list-style-type: none">• Regular legionella check• Asbestos register and annual checks• First aid policy• Absence monitoring• Poster / information to all staff and students – recognising the signs and what to do• School welfare

3.8.3 Response Plan

No	Action	Timing / Priority	Responsible	Completed By
1. Actions required in the event of a health incident occurring				
1.1	Head Teacher informed of all significant health incidents in person / via email	Immediate	All staff	
1.2	IMT to have emergency meeting if significant health incident identified (including identifying vulnerable staff and students)	Immediate	IMT	
1.3	IMT to liaise with emergency services or relevant health authorities and assess impact of the health incident Includes reporting of incidents to local authority health and safety team	Immediate	IMT	
1.4	IMT to determine appropriate strategy in liaison with relevant health authorities	Next few hours	IMT	
1.5	Communicate agreed message with staff, students and parents	Next few hours	Deputy Head/Assistant Head Teacher	
1.6	Head Teacher to deal with media enquiries and produce a press statement where necessary / inform Chair of Governors	Next few hours	Head Teacher	
1.7	Reminder to staff on procedure for dealing with enquiries e.g. from the media and parents	Next few hours	Head Teacher	
1.8	Monitor situation and review options e.g. School closure	On-going	Head Teacher	
1.9	Ongoing communication with staff, students and parents	On-going	Deputy Head/Assistant Head Teacher	
1.10	Review longer term implications of the incident for the School	On-going	IMT	

4.1 Summary of key documents and location

Should a significant incident occur there are a number of key documents which may need to be referred to in order to effectively manage the emergency.

Below are a few questions which may assist in identifying and accessing key documentation.

- What key documents would be required or prove useful should a significant incident occur?
- How accessible are these documents?
- What format are the documents in e.g. electronic, paper?
- Who is the owner of the document(s)?
- Are the documents the most up to date versions?

The table below identifies possible example documents that may be required should an incident occur:

Table summarising key documents and location

Document or File Name	Location	Format	Document Owner
Business Continuity Plan	Copies with all IMT members	Paper / electronic	Head Teacher
Personnel information	School network	Electronic	School Administration Team Tel: 01908 254001 Email: itss@milton-keynes.gov.uk
Student records	School network	Electronic	School Administration Team Tel: 01908 254001 Email: itss@milton-keynes.gov.uk
Site drawings	Site Manager/Grab Bag	Paper	Site Manager/Headteacher
IT Network information	School network	Electronic / Paper	Savvy IT
Key legal and financial documents	Safe / Chief Financial Officer's office	Paper / Electronic	Head Teacher/Chief Financial Officer Tel: 01908 254001 Email: itss@milton-keynes.gov.uk
Grab Bag Camera/Torch/BCP/ Staff contact/pupil contact numbers	Headteacher's Office & Contact Information – Safe Main Office	Paper USB Drive	Headteacher

4.2 Copy of site plan which may need to be accessed quickly

The school site plan is attached as this may need to be referred to quickly in the event of an incident occurring.