



American International School of Freetown Emergency Procedures Manual



2024/2025

American International School of Freetown
Inspiring Caring Knowledgeable Thinkers

General Communication

It is essential that in any emergency information is disseminated by one source only: the Director or a designated representative. Teachers, students and parents should do all possible to dispel rumors and refrain from speculation. The Director or designee will be responsible for all communication with outside authorities, the embassies, and the press.

At the core of AISF emergency procedures is the Emergency Team. The team includes the following personnel:

- Director
- Drill Chief
- Finance Officer
- Procurement Officer
- Technology Officer
- Nurse
- Admin Assistant
- AISF Security Services Contractor Representative (G4S)

In addition to the roles identified under the various emergency conditions in these procedures, each member of the team will have specific roles and responsibilities associated with the school's emergency plan. In broad terms, they will be responsible for the following:

- establishing and maintaining the Parent Directory, Emergency Phone Tree (Admin Assistant)
- handling the media (Director)
- designating specific staff duties for each emergency plan (Director)
- ensuring communication systems are in place and functioning (Director)
- ensuring technology is in place to support communication (IT Officer)
- scheduling and conducting periodic emergency drills (Drill Chief)
- establishing evacuation procedures and safe havens (Drill Chief)
- procuring supplies for the safe havens and ensuring they remain fully stocked and ready (Procurement Officer)
- providing for necessary medical supplies and equipment for each type of emergency (Nurse)
- providing guidelines for student behavior (Director, Drill Chief)
- establishing a chain of command for the dissemination of information (Director)
- establishing a standing agreement with local medical providers (Director/Procurement Officer)
- ensuring the provision of first-aid services (Nurse)
- providing contingency plans and follow-up procedures (Director, Drill Chief)

Radio Checks

Every Friday, the Director or the Administrative Assistant (if designated to do so) shall conduct a radio check with the Post One at the Embassy to ensure proper functioning of the radios.

Please note:

AISF Call Sign: American School

Post One Call Sign: Freedom

Sample Script:

AISF: *Freedom, Freedom, this is American School for radio check. How do you read? Over.*

Post One: *American School you are coming in loud and clear. How you me?*

AISF: *Freedom, you are coming in loud and clear. This is American School out.*

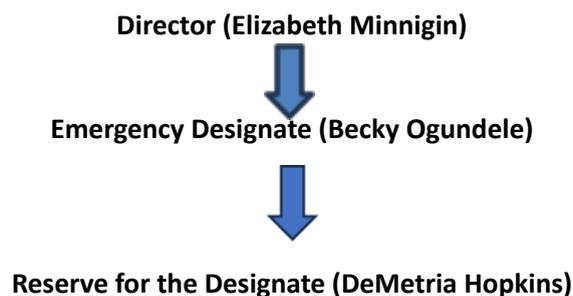
In the Absence or Incapacity of the Director

Emergency Situation

In the absence or incapacity of the Director at the time of an emergency situation the following shall apply.

Replacement for the Director

The Director shall designate and circulate the names of the **Emergency Designate** to take on their role at the time of any emergency. The Director shall also designate an emergency reserve for the **Emergency Designate** should they be unable to act.



Financial Matters

In the absence or incapacity of the Director, the Finance Officer, shall make financial decisions on behalf of the school. Wherever possible the Finance Officer should do so in coordination and consultation with the Board Treasurer.

- *Note: When the Director is absent for a short period of time due to mild illness, attending a conference, etc. no major financial decisions should be made. In most cases, the Director can be consulted by email or telephone.*

The Director shall update and inform the Board and the staff of the Designate and Reserve Designate who may act in a crisis or emergency situation.

Resources

On-site Resources

- **Classroom information kits** are kept easily available in each classroom, for use when evacuating the classroom. These kits contain the following:
 - a class list to be used for attendance purposes, Parent Directory, Staff Phone Tree
- **On-site safe haven:** Multi-Purpose Room (MPR)
- **Emergency medical kits:** Nurse’s Office

Outside Resources

- AISF is supported by the **United States Embassy**. The United States Embassy should be the first agency informed when an emergency at AISF results in school shutdown or closure
- A strong relationship with the **Regional Security Officer (RSO)** at the US embassy has been established.
- **AMI Clinic**. This facility will be notified of any relevant emergency.

General Procedures

The information source for notifying all the parents/guardians of all AISF students is **the Parent Directory**. This information is now stored in AISF's School Management System—FACTS. It is the responsibility of the Administrative Assistant to ensure that the information in FACTS is up-to-date at all times and reflects student arrivals and departures.

Stay at Home Emergencies: Procedures for Communication

This option will be enacted during non-school hours when AISF experiences an emergency making school attendance by students impossible. In the event of an emergency which requires the school to be closed, parents and all staff will be notified by SMS text, WhatsApp, and email of such closure. This communication will use all three methods for all families and all staff. Phone texting will be carried out by the AISF Telephone Team (Admin Assistant, Procurement Officer, Finance Manager, IT Officer). The Director (or designee) will contact these same groups using: AISF Families WhatsApp Group, AISF Staff WhatsApp Group, and the AISF email groups for Families and for Staff.

The director or designee is responsible for providing the script for all contacts made. The script provided will be as simple and brief as possible. All participants are required to deliver the script exactly as given in writing (or verbally if necessary) by the director.

Emergency Departure from School Buildings: Building Evacuation Procedures

The main goal in an emergency evacuation is the rapid and orderly evacuation of all children and staff.

Note: In all cases, if a designated person is not available, the duties are assigned to a back-up person.
When the sign for evacuation is given the following procedures are to be followed:

- **Students line up quietly and prepare to exit.**
- **Teachers will lead students out** according to the exit routes posted in all classrooms.
- **Teachers will bring their attendance lists and teacher phone**
- The teaching assistants will collect any weather-related necessities
- Doors should be left closed but unlocked; lights should be left on.
- Designated area checkers will check their areas of responsibility to make sure all students and staff have moved out of the area and that all doors are closed.
- The Nurse will take the emergency medical kit.
- All teachers and assistants will take mobile phones
- The Admin Assistant will take the -
 - Parent Directory and Staff Phone Tree
 - Emergency Procedures Manual
 - list of absent students
 - school phone

The Director will take the US Embassy radio and a mobile phone.

Rally Areas for Students

In case of Evacuation for Fire, Earthquake or other emergency requiring departure from the buildings- All classes will report to the **Main Sports Field** during the evacuation, in the event or need to continue to evacuate campus, staff and students could be redirected from the field to the campus exit. Once to the rally point:

- Teachers will take attendance of students in their care/class.
- Teachers will report any missing students to the Drill Chief.
- The Finance Officer will take attendance of all staff and report to the Drill Chief.
- The Drill Chief will report on absences to the Director or designee
- The Director shall immediately call the necessary emergency numbers and notify the United States Embassy as needed.
- If needed, classroom teachers will notify families of students in their class. The Director will provide the script of the message to be communicated.
- If needed, the Director and the Drill Chief will monitor the release of all students, checking names from the current Parent Directory before releasing a student to a parent or driver or proxy.
- In the event of bad weather, the Director will decide if students should move to another location.
- In the event of danger on the field, the Director will decide if students and staff should move to another location.
- Everyone must wait for the all-clear signal from the Drill Chief (after Chief is advised by Director). After all-clear is given, all should return to the building in a quiet and orderly fashion.

Fire Emergency: Specific Guidelines

When the signal for evacuation is sounded the Evacuation Procedures as outlined above should be followed.

After everyone is safely out of the building, the Director and Drill Chief must determine whether there is an actual fire. If there is a fire, the fire department/US Embassy Post One will be called immediately and campus maintenance staff will determine immediate needs for localizing or extinguishing the fire. The Admin Assistant shall notify other buildings in the immediate vicinity of the school including but not limited to: St. Mary's Grocery complex and The Nigerian High Commission.

- **If any students or staff members are seriously injured, the emergency procedure for injury goes into effect.**
- After the fire has been extinguished, the Director and the Drill Chief shall determine if it is safe to return to the building. If not, the students must be sent home. If it is close to the end of the school day, the students can wait for their usual transportation. If it is early in the day, the students can wait in a safe location while classroom teachers contact the family of every student in their class.
- The Director and maintenance staff must assess the damage to the school and take appropriate measures. The Finance Manager is responsible for all insurance concerns. For very minor damage, the Director will decide when to reopen the school. For severe damage to the school premises and property, an emergency session of the School Board must be convened to decide where and when the operation of the school will resume. Parents and staff will be notified, as quickly as possible, of whatever decisions the School Board makes.

Earthquake

Upon sensing an earthquake, the following steps shall be taken:

- **If indoors, teachers will keep their students inside. While shielding their heads with their hands and elbows, students should duck and cover, (See Figure 1) moving away from windows, shelves, and heavy objects and furniture that may fall.** They should not be under light fixtures or other suspended objects. If in the classroom, students should take cover under desks, tables, or other heavy furniture. (See Figure 2.)



- If in a hall, stairway or other area where no cover is available, the students should move to an interior wall. They should turn away from windows, duck and cover, kneeling alongside the wall, bend their heads close to their knees, cover the sides of their heads with their elbows, and clasp hands firmly behind neck.
- If in the library, the students should immediately move away from windows and bookshelves and take cover under a desk or a table. If in another school space, students should duck and cover and remain in place until the tremors subside.
- A panic-driven exit by the students must be avoided.
- Students with proximity to exits should immediately exit buildings after the all-clear signal is given. They should duck and cover until this time.
- If outdoors, students should move to an open space, away from buildings and overhead power lines. Students should lie down or crouch low to the ground (since legs will not be steady). Teachers and students should constantly keep an eye on the surroundings to be aware of dangers that may demand movement.

Once the Director and the Drill Chief have judged that the earthquake has ended, the Evacuation Procedures (see above) should be followed. **There should be no immediate evacuation after the shaking stops as there may be aftershocks and the exit routes might be unsafe.**

Evacuation Routes:

Evacuation to Upper Field:

See Maps in every classroom.

At this time a decision will be made about the next step.

- **return to school**
- **wait for further information**
- **evacuate the campus immediately as a group (campus exit: exit from field to main gate)**
- **evacuate students individually to their cars or predetermined drivers (campus exit: exit from field to main gate)**

Exit to the main gate. Students and classes will walk quietly and calmly in order to the gate exiting to the pre-determined rally point. All staff and faculty will remain with students at all times and no student will leave supervision areas unless released to parents with permission from the director. The nurse will bring the emergency kit. The teachers and office staff will bring the copies of the Parent Directory and phones. The Telephone Team will initiate texts to every family using the director-provided script.

Or

Students will exit to their cars or predetermined drivers at the request of parents. Teachers will commence calling parents from the field to let them know of the immediate school closure and the need to come to school to pick up children.

Emergency Procedures: Evacuation of Students

Civil Unrest

The United States Embassy assists AISF with regard to notification of an existing or potential security threat. In most instances, it will be the Embassy notifying the school of a threat. However, the school should notify the Embassy, via the official US Embassy two-way radio or through a phone contact with the CLO or RSO of any situation that has come to the attention of the staff, which may affect the security of the school. A two-way US Embassy radio is located in the Director's Office and in the MPR (safe haven). Examples of what to report to the US Embassy include sightings of riots or demonstrations; reports of possible terrorist acts; and observations of suspicious persons/vehicles in the vicinity of the school. The school may also choose to tap other reliable sources, such as our security provider G4S, the British High Commission, or the EU for additional information and warnings.

Possibility of violence or hostile action

The school will work in conjunction with the United States Embassy and any other participating embassies, which might have pertinent information concerning the situation. Depending upon the situation, the Director will decide if the school will remain open or close.

School Open

If the school remains open, the following course of action should be taken:

- **The United States Embassy should be notified** by radio or call to Marine Post One that there is concern over the possible threat of violence; the school should request that the appropriate authorities be notified.
- **All classroom and exterior doors and windows should be secured.** If applicable, curtains and blinds should be closed.
- **The security guards should lock all gates.**
- **The on-site safe havens in the main building and ECC should be opened,** and necessary equipment should be moved to the safe haven.
- Recess, and any other outdoor activities should be canceled. No students or staff should be outside the building. The Drill Chief will be in charge of Safe Haven if needed.
- The Director should determine if there is to be a change in transportation plans (e.g. change in pickup/drop off times). The Director will inform the Drill Chief of any change. Telephone Team will contact parents using the script provided by the Director.
- The Director should establish 'check-in' times with the United States Embassy. These are times that the Embassy will expect to receive contact from the school to ensure all is well.
- If possible, the Director or designees must make frequent checks of the situation if the disturbance is expected in the vicinity of the school. The person watching the situation (likely G4S security) outside must be able to communicate with the director quickly by walkie talkie or phone to give warning of any new developments.
- The Director, if possible, may assign a staff member to watch the perimeter of the school from a safe interior location.

School Closed with Evacuation of Students from Campus

If the school is to be closed and students to be evacuated from campus, the following course of action should be taken:

- The Director should **immediately notify the United States Embassy through two-way radio or Marine Post One call** that a decision has been made to close the school.
- **The Director will cooperate with the US Embassy to notify local authorities** of the decision to close.
- All students and all staff minus director and one maintenance worker will be moved to the Safe Havens (Main Building and ECC) (Drill Chief in charge) for staging the departure of students. Adequate water and medical supplies will be stored in the Safe Havens. Teachers must bring Staff Phone Tree, Parent Directory, mobile phones.
- The Director will determine a course of action for evacuating students and communicate procedure to the Drill Chief.

- Director will create a written script and the Telephone Team will text all families, the script given by the director. Email notification and a WhatsApp message on the AISF Families group will also be sent. Back-up parent contact will be made by classroom teachers for students in their classes, strictly using the script created by the director.
- If both the Telephone Team and the teachers cannot reach families, the Admin Assistant and the Drill Chief will cooperate to phone those students' auspices (Embassies, NGOs, businesses) to provide transport to evacuate the children connected with their institution. If auspices do not exist, faculty and Drill Chief will arrange transport with another family and continue trying to contact the parents.
- Director and maintenance staff should secure the school building as much as time permits. The United States Embassy should be notified by US Embassy radio and by call to Martine Post One when the building has been closed and the last staff member has left.

Emergency Evacuation: Safe Haven On-Site (Main Building Ground Floor/Upstairs Yoga Room for ECC)

If danger is imminent, and it is not possible to evacuate students from the school campus, all students and staff will evacuate to the Safe Havens. Teachers will carry Parent Directory, Staff Phone Tree, and teacher phones at the signal to evacuate to the MPR Safe Haven or, for ECC/KG, to their upstairs Safe Haven. Telephone Team must have phones and chargers. Nurse must have First Aid Kit. Procurement Officer must have container with emergency food provided in both Safe Havens. All classes will walk with their teacher to the Safe Havens remaining inside the building as much as possible. All outside individuals and staff will move indoors and then walk to the Safe Havens. ECC students, faculty and staff will find safe haven in the upstairs classroom. The ECC teacher must have a phone and parent contact list. At the respective Safe Havens, attendance for each homeroom class will be taken by the homeroom class teacher and reported to the Drill Chief. The Drill Chief will record attendance as reported including names of students absent. When all staff and students are accounted for or after a period of 5 minutes the doors will be secured. The Drill Chief is in charge inside the safe haven. The director and one maintenance worker remain outside along with G4S security. The Drill Chief and director communicate using either phone or walkie talkie. Maintenance worker is equipped with walkie talkie.

- **Maintenance staff should if possible secure the ECC and the Main Building** by locking all exterior doors, closing all windows, and drawing any curtains, blinds or shutters.
- **Teachers will lead students to the on-site safe haven following the map.**
- If possible, the usual team of maintenance workers will sweep all rooms and the exterior campus for people before entering the MPR.
- The Director will maintain contact with the US Embassy and Post One using phone and Embassy radio.
- Upon receiving an "all clear" message from the US Embassy or Marine Post One, the Director will organize the evacuation of students from the campus, if necessary, as efficiently and quickly as possible, in cooperation with the Drill Chief.

It is possible that when the "all clear" is sounded the director may determine that the emergency is over and the school may remain open.

Attack without Warning

- The **students should be directed to lie on the floor**, preferably under desks or anything providing protection.
- Teachers should **close and lock their classroom doors and close the curtains.**
- Upon securing the classroom, teachers should **also remain on the floor until further instructions are received.**
- If any students or staff members are seriously injured, the emergency procedure for injury goes into effect, if at all possible. (See "Accidents and Medical Emergencies".)
- Teachers should be aware that they might have to move the students out of the building

because of fire.

Long-term Crisis Situation: Civil Unrest, Epidemic

NOTE: If the political situation or a natural calamity in the host country becomes life threatening to the school population, the School Board will conduct an emergency session (virtually or in-person) to decide whether or not to close the school on a longer-term basis. Students and their families may be assisted in evacuation by their respective embassies. The school will carry out the procedure for a force majeure closing. Where possible, AISF will resume online when it is possible to do so.

For advice and possible evacuation of expatriate staff, the Director will inform our insurers and seek emergency advice at:

What to do in a Crisis

In the event an **Insured Event** has occurred or is believed might have occurred, **immediately** contact **S-RM** on their 24/7 emergency contact number:

+1 866 331 1749

Notification of an **Insured Event** to **S-RM** does not constitute a notification to the **Insurer**. Any notice of an **Insured Event** must be made in accordance with Condition 5.16 of this **Policy**.

S-RM has no authority on behalf of the **Insurer** to agree any matter relating to the **Insurer's** liability, rights and obligations under this **Policy**. Any services provided to respond to an **Insured Event** does not constitute any acceptance of liability for **Insured Loss** by the **Insurer**.

S-RM will advise the Director on next steps. Director will duly inform the Board and the affected members of staff.

OTHER EMERGENCIES

Bomb Threat

If a bomb threat is received, the Director shall be notified immediately, and a signal will be given, or an announcement made, for everyone to evacuate the building. When that signal or announcement is made, evacuation to the field procedures should be followed immediately (see above).

- The person receiving the bomb threat should fill out a Bomb Threat Report. The report will be of assistance should there be an investigation.
- **Mobile phones should NOT be used** in the immediate vicinity of the school as they could detonate a bomb.
- **The Director will notify the US Embassy via Embassy radio to Marine Post 1.**
- The Director, Drill Chief, and two maintenance staff designees should **begin checking the school grounds**. Checkers should look for suspicious items.
- The Director, in collaboration with the United States Embassy, will make the decision whether school is to be resumed or closed.

Bomb Checking Tips

- The checker **should not move, jar, or touch anything** throughout the search process.

- The initial search should be conducted of those places generally accessible to the public,
- The checkers should search from the outside and work inside, from the lowest level up.
- Inexperienced personnel should never attempt bomb removal.
- A suspicious device should never be immersed in water.
- Bombs can be armed and detonated in numerous ways (timing devices, photo-electric, and anti-disturbance). The construction and appearance of a device is limited only by the imagination of the perpetrator.
- Typical packing forms of bombs are briefcases; hollowed-out boxes, cigar boxes, unusual parcels, boxes or wrapped packages.

Stranger on campus

Any person who is not immediately known to the observer should be treated as a stranger. All visitors to campus should be processed through the gatehouse. All visitors to AISF unless known family members, must have a Gate Visitor Pass issued by security. A person without a pass is a stranger. During large maintenance jobs or construction, extra G4S Security will monitor the site and restrict worker movement. Upon sighting a stranger, ask for the Visitor Pass.

- All visitors, who are not parents or specifically cleared by one the three people listed below, must sign in with security and be issued a badge. Some may be escorted by security to reception.
- If you encounter a stranger without a badge, politely greet the visitor.
- Inquire as to the purpose of the person's visit to the school.
- If you are concerned go quietly to reception and report the stranger immediately.
- **There are three people approved to accept all visitors to school:**

The Director
The Admin Assistant
The Finance Officer

Danger on campus

The procedures in this section are to be applied in the event of a number of situations. This section is intended as a guide, and the actual application of these procedures will vary, depending on the circumstances, including the following:

- **a dangerous person on campus**
 - **an attack on a person on campus**
 - **the presence of a weapon on campus**
 - **an attempted suicide**
- **Immediately remove all students and staff from the area.**
 - **Provide first aid to any injured persons**, if safe to do so.
 - If need be, **move all students and staff to the on-site Safe Havens**, making sure that the Drill Chief or designee or designated adult remain with the students.
 - **Notify the Director**, without risking the safety of staff or students.
 - **Contact emergency help, upon consultation of the director or their designee if possible.** Provide as much information as possible, including:
 - description of threatening persons (race, sex, clothing, height/weight, features)
 - If needed, the director or their designee will contact the US Embassy.
 - Do not disturb any crime scene.

Accidents and Medical Emergencies

In the event of any accident to a student the following procedures must be strictly followed. (Similar procedures apply to accidents involving adults.)

- **All children must be effectively and regularly briefed** so that any accident is immediately reported to a member of staff.
- **The staff member to whom the accident is reported will take charge of the situation.**
- Staff members or reliable **students should move any gathering students away from the area.** Any students not directly involved should be sent to their next class, the library, or a supervised area.
- Staff member in charge will notify nurse and Director by the quickest means possible.

The nurse or person with first response training will decide whether the child should be moved. An injured person should not be moved if:

- the person is unconscious, not breathing, or severely bleeding
 - a back or neck injury is suspected
 - an arm, leg or pelvis is suspected to be broken
- If the child should not be moved, and is obviously in shock, the child should be kept warm. In such cases the Nurse or Director (or designee) should be immediately called to the scene of the accident.
 - In most cases there will be no problem with the child walking to the Nurse's office, but an adult should always accompany the child.
 - The Nurse shall determine if any first aid is to be administered.
 - Before any first aid is administered, the Medical Emergency List should be consulted. All members of staff should make themselves aware of the needs of children on the Medical Emergency List.
 - The Nurse shall determine if the child will be able to return to play or other activity.
 - The staff member in charge should make sure that the accident is reported to the teacher. The nurse must notify the parents. The nurse must always complete an accident report for file.
 - In all cases where the child is left to recover or to wait for the arrival of a parent, it is essential that the child never be left alone but is always in sight/sound of an English-speaking school faculty member and nurse.
 - In all cases where the child may have difficulty expressing herself/himself due to inadequate command of English, translation help should be obtained.
 - In all cases that may require qualified medical assistance, the Director or designee must be advised as soon as possible. If applicable, the school nurse or a staff member should accompany the injured person in the ambulance, emergency vehicle or driver/parent.
 - In the case of a serious accident, an announcement about the incident should be made to dispel any rumors. If the incident was very serious, teachers should discuss it with their students. Time should be allowed for grief and discussion. Students should be allowed to express their grief and openly discuss their feelings, fears, and concerns.

Off Campus Emergencies (Field Trips etc.)

To assist staff in dealing with an emergency while students and staff are away from school, all faculty must complete the required Field Trip Planning Form. The supervising teachers should carry a phone with the school phone number. **A first aid kit must be taken on all field trips.** The school nurse will provide this. The Director and the Admin Assistant must be notified of the group's departure and must have the phone number of the supervising teacher.

In the event an off-campus emergency does occur, the following procedures should be followed:

- The **group leader will be designated as the person in charge**; all persons should follow his/her instructions.
- **Contact the Director immediately, or as soon as is reasonably possible.**
- Teachers should **remain with the students** and ensure that all students are present.
- **Evaluate the first aid needs** of the students and staff.

- Refer to any procedures set out in this Manual for the type of emergency that has occurred.
- Assign an adult to supervise and record the release of students to parents/guardians.
- Make a written record of any person that is transported to local hospitals including:
 - name, address and phone number of the hospital
 - name and license number of the transporting vehicle
 - name of the transported person
 - list of injuries

Appendices

- Bomb threat checklist
- Field Trip Planning Form