

## CRITICAL INCIDENT POLICY AND PROCEDURE

<b>Legislation</b>	The National Code of Practice for Registration Authorities & Providers of Education & Training to Overseas 2018 Standard 6 Overseas student support services, and Standards for Registered Training Organisations (RTOs) 2015 – Standard 1.7 Learner Support
--------------------	--

### Purpose

This policy/procedure supports 'Standard 6, clause 6.8 – Overseas Student Support Services' of the 'National Code of Practice for Registration Authorities & Providers of Education & Training to Overseas Students 2018' which states:

*“The registered provider must have and implement a documented policy and process for managing critical incidents that could affect the overseas student’s ability to undertake or complete a course, such as but not limited to incidents that may cause physical or psychological harm. The registered provider must maintain a written record of any critical incident and remedial action taken by the registered provider for at least two years after the overseas student ceases to be an accepted student.”*

The Standards for RTO’s Clause 1.7 which states:

*“The RTO determines the support needs of individual learners and provides access to the educational and support services necessary for the individual learner to meet the requirements of the training product as specified in training packages or VET accredited courses.”*

### Scope

To articulate Ella Bache College practices applicable to students and staff in compliance with the ESOS legislation. The critical incidents covered in this procedure may occur at the teaching location or after hours.

### Definitions

<b>Critical Incident</b>	Is a traumatic event or the threat of such (within or outside Australia) which is likely to cause extreme stress, fear or injury involving Ella Bache College, its staff and/or students. Non-life threatening events could still qualify as critical incidents although serious illness or injury would probably not be considered a critical incident but a case-to- case basis is considered.
<b>Death</b>	Accidental, Suicide, Death as a result of injury or terminal illness, or Murder.
<b>Serious Illness</b>	Illness which causes the deterioration of the student /staff member’s health over time.
<b>Serious Injury</b>	Illness which prevents or severely affects the student’s ability to continue with or complete the course.
<b>Traumatic Event:</b>	A traumatic event is not limited to, but could include: Missing students; any fatality or serious injury; a serious traffic collision; murder or suicide; physical/sexual assault or domestic violence; severe verbal or psychological aggression; fire; explosion or bomb threat; a hold up or attempted robbery; serious threats of violence, and storms or natural disasters; drug or alcohol abuse.

## POLICY

- 1.1 Ella Bache College ensures that critical incidents are documented, reported and appropriately actioned and followed-up.
- 1.2 The following Instances of critical incidents may include, but not limited to:
- Missing students
  - Severe verbal or psychological aggression
  - Death, serious injury or any threat of these
  - Natural disaster
  - Issues such as domestic violence, sexual assault, drug or alcohol abuse; and
  - Other no –life threatening events

Examples of critical incidents that may occur to an International Student are:

- **Death** (Including death of a dependent residing in Australia)
- Accidental, Suicide, Result of an injury or terminal illness, or Murder
- **Serious Illness** which causes the deterioration of the student/staff member's health over time.
- **Serious Injury** which prevents or severely affects the student's ability to continue with or complete the course.

### 1.3 On-campus Incidents

If the incident is on campus, the first action will be to contact the emergency services - fire, ambulance or police (Calling "000") – as would be **the case with other WH&S matters. The Head of Education and/or Education Manager / Student Support Services Officer (SSSO) must also be contacted immediately** when the incident involves death, serious injury or a threat to life or property.

### Off-campus Incidents

If the critical incident involves a student or staff member and is off-campus, the person receiving the information must immediately contact Head of Education who will communicate to other staff as appropriate. **Emergency 24 hour contact number for Ella Bache College is 0425368040.**

1.4 Ella Bache College ensures that any action taken in regarding to a critical incident is recorded to include outcomes or evidence if the incident is referred to another person or agency. In recording outcomes and evidence, Ella Bache College takes into consideration the information privacy principles.

## 2. Procedure

2.1 Where a Critical Incident is identified the following procedures must occur. As part of the reporting process the Education Manager from the effected student's campus will confirm that the incident falls under the definition of a 'Critical Incident'.

### 2.2 Reporting

- When a staff member feels a critical incident has occurred, they are required to contact emergency services where required and contact the Head of Education from the college immediately.
- If immediate action is required, then emergency services (police, ambulance or fire brigade as appropriate) are to be contacted and advised of the situation. All personnel are to be cleared from any dangerous area. Contact should be made with the family of any student involved.

- A *Critical Incident Report* is to be completed by the appropriate staff member involved in the incident or notification of the incident. Where appropriate the report will be completed/verified by the Head of Education and given to the CEO.
- The *Critical Incident Report* is to contain as much information as possible and indicate the people directly involved in the incident.
- Ella Bache College must notify appropriate government agencies (Department of Education and Training (DET) and the Department of Home Affairs as soon as practical after the incident and in the case of a student's death or other absence affecting the student's attendance, the incident will need to be reported via the Provider Registration and International Student Management System (PRISMS).

## 2.2 Processes

### During Operating Hours

- Students and staff are required to notify any critical incident involving a student immediately to the Education Manager, Head of Education as well as the CEO.
- HE/CEO will consider the details and severity of the incident and determine what action needs to be taken.
- If the incident is not severe and can be resolved with resources available, HE/CEO will initiate the action to ensure the appropriate level of support is provided.
- If the incident is severe and warrants a level of support/assistance from external resources HE/CEO will initiate action to arrange that support. Personal details may be provided to the relevant emergency service/s if the student involved is incapacitated and unable to provide these particulars themselves.
- HE will determine, based on the severity of the incident and in conjunction with Ella Bache College Policies, whether other Ella Bache College staff and/or family members of the student/s involved need to be advised of the details of the incident. The HE will take the necessary action.

### Outside Operating Hours

- Students and staff are required to notify any critical incident involving a student immediately to the HE on the 24 hours access mobile number 0425368040.
- HE will gain access to the records of the student/s involved (located at Head Office) to enable verification of details to any emergency services involved.
- HE, with the support of the EM from the college will determine if there is any care or support required to be provided and make the necessary arrangements.
- HE / EM will determine in conjunction with Ella Bache College Solicitor (If required) whether other Ella Bache College staff or family members need to be advised of the details of the incident. They will take the necessary action.

### Follow Up Action

The EM will undertake the following:

1. Follow up and complete de-briefing, counseling and prevention
2. Inform all staff and students involved in the incident of all outcomes from the incident.
3. Provide a recommendation as to the response to the critical incident is documented and included in the Incident Register.
4. Any further follow up required is documented and responsibilities allocated to appropriate staff.
5. Monitor the condition of and provide appropriate support to the student/s through any period of treatment/convalence;
6. Co-ordinate the provision of any Ella Bache College based resources required during any period of treatment/convalence;
7. Liaise with the police and other emergency services personnel;
8. Advise and assist any family members who decide to travel to Australia to support the student/s with

travel and accommodation requirements;

9. Ensure that detailed records are maintained on the student's records of the incident. These records must be recorded in date order and kept in the student file. This file is located at Head Office.

### **Additional Support**

- Where appropriate, Ella Bache College may be required to provide support to the family in the form of:
- Hiring interpreters
- Making arrangements for hospital/funeral/memorial service/repatriation
- Obtaining a death certificate
- Assisting with personal items and affairs including insurance issues
- Assisting with Visa issues

### **Concluding Steps**

In the event of the death of a Student, HE / CEO will ensure the following is undertaken:

1. Contact the family and determine their wishes regarding repatriation of the body, personal effects, religious observances etc.;
2. Coordinate the repatriation of the body and personal effects in line with the family's wishes and in accordance with Australian regulations;
3. Organise the sending of a letter of condolence to the family (if deemed appropriate as per the discretion of the HE or CEO);
4. Ensure all administrative actions are taken e.g. Adjust the student records database, process any tuition refunds, and notify PRISMS etc.

### **Public Relations**

Where the circumstances of a critical incident involving a student/s is considered to have some public relations implication, the CEO is the only authorised spokesperson to speak to media representatives on behalf of Ella Bache College.

### **Responsibilities**

CEO

Head of Education

Education Manager

Student Support Officer

Trainers

### **Strategic Management:**

- Student Support Services Officer, under the leadership of the CEO, manages responses, the continuity of business operations and contingencies, and the recovery and review phases.

### **Operational Management:**

- Trainers, under the leadership of the HE / EM, manage the incident scene until the arrival of Emergency Services in accordance with Occupational Health and Safety Procedures.

### **Policy Base**

- Education Services for Overseas Students Act 2000.
- The National Code of Practice for Registration Authorities and Providers of Education and Training to Overseas Students 2018 (The National Code).

**Forms/Record Keeping**

Title	Location	Responsible Officer	Minimum Retention Period
<b>Critical Incident Report</b>	Education Drive	Student Support Services Officer	7 years from date of incident

**Continuous Improvement**

This policy and procedures will be reviewed by the following staff each year to improve the orientation package to ensure its accuracy and that it will meet the needs and expectation of overseas students.

- CEO
- Head of Education
- Education Manager
- Student Support Service Officers

The next review date is scheduled in May 2021.

**Primary Documents (Related to this Policy) Form**

- Critical Incident Form

**Secondary Documents (Impacted by this Policy)**

- Student Handbook
- Student Support Service Guide
- Student Support Services Policy