

TLC CENTRE ENHANCED SAFETY PLAN

Facility Name: TLC Centre Inc

Facility Number: 100202

Location: 249 – 1st Street NW
Carman, Manitoba

Contact : Kim Riehl
Phone #: 204-745-1948

Email Address: tlcinc@mts.net

Mailing Address: Box 1589
Carman, MB
R0G 0J0

Reviewed March 2016

FACILITY OVERVIEW

TLC Centre Inc.

(name of facility)

249 1st Street NW, Carman, MB

(location address of facility)

Date Developed: Feb 26/10

Last Revised: Feb2015

Last Reviewed: March 2016

Reviewed and Approved by:

Fire authority Child care coordinator Board of directors

Copies provided to:

- all supervisory staff and designated alternates
- child care coordinator
- posted in each separate area for easy reference by all staff and the fire authority
- Friends Community Church

Purpose

This safety plan is designed to provide guidance and direction to staff and the Board of Directors. This will help ensure the safety of the children, families, staff and visitors to our childcare centre. It establishes clear and concise policy and procedures:

- to prepare staff on what to do in the event of different types of emergencies
- to evacuate safely to our designated place of shelter
- to shelter-in-place when it is safer to remain in the centre
- to close the centre due to severe weather, health-related or other emergencies
- to ensure the safety of children with anaphylaxis (life-threatening allergies)
- to ensure safe indoor and outdoor environments
- to control visitor access

Delegation of Authority

The Director or designated alternate maintains the authority to declare an emergency situation and implement evacuation, shelter-in-place or closure procedures. This responsibility includes communications with parents and the media.

TLC CENTRE - ENHANCED SAFETY PLAN

Children, Staff and Building Personnel

Children

Licensed for maximum of 34 spaces aged 12 weeks to 12 years including:

- No more than 12 children under 2 years
- No more than 6 children aged 6 to 12 years

Staffing

9 staff positions including: 1 Director, 1 Assistant to the Director/ECE, 3ECE's, 5 CCA's 1CCA in training /Support Staff

Building personnel

N/A

Building Description

3776 square foot, wooden structure, one story Day Care Centre, Group B2 occupancy, attached to the gymnasium of Friends Community Church

Spaces Used by Centre

Total number of rooms: 10

Basement level: Crawl Space (to be used in case of Emergency Shelter only)

Main floor: Foyer/entrance, Locker area, Infant Room, Staff washroom, Toddler Room, Preschool Room, Kitchen, Directors Office, Staff Room, Church Gym

Exits

Main/Front Entrance (West), Infant Nap Room (North), Preschool Direct to Playground (East), Locker Room to Playground (South), Storage Hallway (West), Gym #1 (East), Gym #2 (South through Church).

Heating, Ventilation and Air Conditioning

Electric Furnace, crawl space (access through trap door in mechanical room)

HVAC, crawl space

TLC CENTRE - ENHANCED SAFETY PLAN

Fire Safety Equipment and Locations

Fire Alarm System

Edwards, single stage, signal sent to fire department through central monitoring station

Fire Alarm System Control panel

Located: Main entrance

Monitored by: Warning Security 1-888-522-9090, Counterforce 1-800-387-4641

Fire Alarm Pull Stations located:

Main Entrance	Preschool Room – East Exit	Infant Nap Room
Hallway (Gym Storage)	Locker Room Exit to Playground	Gym Exit – East door

Fire Department Connection

West side of Building (close to infant playground/Main entrance)

Smoke Alarms (all hard wired)

Infant Room Preschool Room (2) Toddler Room Locker Room Hallway to Gym

Portable fire extinguishers

Locker Room/Beside office Infant Room Staff Room Preschool Room Gym

Utility Shut-off Locations

(Shut-off instructions are posted by each utility)

Water main: Next to water meter (in mechanical room)

Furnaces: 1 switch on each furnace (crawl space)

Air conditioner: 3 breaker switches on electrical panel in mechanical room

Water heater: Switch behind water heater (in mechanical room)

Electrical panel: Main breaker (in mechanical room)

The following are identified on the electrical panel:

- furnace -air conditioner -water heater
- clothes dryer -exhaust fans in kitchens, bathrooms and any other spaces

EMERGENCY FLOOR PLAN

EMERGENCY EVACUATION PROCEDURES

Emergency evacuation procedures will be used in case of:

- fire
- **Carbon Monoxide Detector Alarm**
- a chemical or hazardous materials accident inside of the centre

Emergency evacuation procedures may also be used in situations such as:

- bomb threat
- threatening behaviour inside the building
- a chemical accident in the area outside of the centre
- a health-related emergency such as utility failure or sewage back up

In Case of Fire

Staff should:

1. Ensure everyone evacuates fire area immediately.
2. Close doors to fire area.
3. Pull fire alarm bell.
4. Notify Director (or designated alternate).
5. Follow direction from senior staff to evacuate all children, staff and visitors from building.

Upon Hearing Fire Alarm

All children, staff and visitors should:

1. Stop all activities immediately
2. Follow directions of senior staff to evacuate building.
3. Meet in the assembly area – in the Friends Church Parking lot, south of the building

Senior staff should:

TLC CENTRE - ENHANCED SAFETY PLAN

1. Direct staff to gather with children and visitors by the inside of exit door.
2. Conduct a head count of children at the door
2. Assign specific staff to:
 - Conduct a sweep of the centre looking for any remaining children or adults.
 - Lead evacuation out of the building.
 - Bring the attendance record (with floor plan attached) and take attendance in the assembly area.
 - Take the emergency backpack (including first aid kit, child information records, staff emergency information and contact information for others in building, schools/transportation services).
 - Take the emergency suitcase with blankets for protection in cold weather (if it is safe to do so).
 - Help children who require additional assistance.
 - Take required medications and specialized equipment for children with additional support needs if essential to their immediate safety and it is safe to do so.
3. Close all doors and windows, time permitting.
4. Report evacuation status to Director (or designated alternate).

Director (or designated alternate) should:

1. Call 911 to ensure fire department is aware of the situation.
2. Review attendance record received from staff. Confirm that all children, staff and visitors are accounted for.
3. Advise the fire department of evacuation status (for example, complete with no possibility that any child care staff, children or visitors are unaccounted for).
4. Take direction from fire department.
5. Direct staff to return inside or proceed to designated place of shelter upon direction from fire department.
6. If staff and children proceed to designated place of shelter before fire department arrives:
 - If possible, assign a staff member to remain at main entrance to advise fire department.
 - Call 911 to inform of evacuation status.
7. Post the name, location and contact number of the designated place of shelter on the outside door.
8. Prepare a written statement to relay to parents by telephone to let them know the children are safe, where to pick them up and whether they need to come early.
9. Assign specific staff to contact parents with prepared statement by telephone from designated place of shelter.

TLC CENTRE - ENHANCED SAFETY PLAN

10. Record an outgoing message on the centre's voice mail system.
11. Contact staff on outings to return to designated place of shelter, not the centre.
12. Contact schools/transportation services and advise that the children should not be transported to the centre. Make necessary arrangements for children's care.
13. Be available to discuss event with parents when they pick up children.

After the event, the Director (or designated alternate) should:

1. Write and distribute a short letter telling parents about the event and any follow-up steps that will be taken.
2. Tell the Child Care Coordinator about the event.
3. If necessary, call the Regional Health Authority to access the community crisis/trauma response team within 24 hours of the event for advice, resources or in-person support.

In Case of Carbon Monoxide Detector Alarm

Should Carbon Monoxide Detector Sound

Director (or designated alternate should)

1. Remove /evacuate all children/staff from the immediate area (near the gym) to the centre proper – where our three regular play spaces are located (infant/toddler/preschool rooms) and then isolate the area by closing the door to the hallway

2. Call 911 and advise of the situation (Co2 detector has sounded in the hallway near the TLC Gym)

Advise all staff; advise Friend's Church

3. Open from the outside exterior door by the gym located on the west side from the outside to aide in ventilation

Note: During this time should the 2nd detector sound-located in the centre proper Standard Emergency Evacuation procedures would take place/be put into action

DESIGNATED PLACE OF SHELTER AWAY FROM THE CENTRE

Home of John and Shannon Bergsma

Name

141 Bishop Bay

Address

204-745-6580

TLC CENTRE - ENHANCED SAFETY PLAN

Phone number

Shannon Bergsma / John Bergsma

Contact person

204-750-1526 204-745-8808

Alternate phone numbers

EVACUATION AND SHELTER-IN-PLACE PRACTICE DRILLS

The following procedures are used to ensure the safety of children and adults in our centre.

Evacuation and shelter-in-place practice drills are documented on the Evacuation and Shelter-in-Place Drill Record form and maintained on file for at least one year. Staff and children are not told in advance of the drills. Parents and visitors are required to participate in the drill when in the centre and follow the direction of staff.

Emergency Evacuation Drills

- minimum of one evacuation drill per month
- using alternate exit routes
- at different times of the day with varying numbers of staff
- a nap-time evacuation at least once annually
- complete evacuation to the designated place of shelter at least once a year

Use of Fire Alarm Manual Pull Stations

Director (or designated alternate) should:

- notify alarm company of the drill and that a pull station will be used
- make sure the alarm is reset immediately after the drill

Shelter-in-Place Drills

- minimum of one shelter-in-place drill every year

After Evacuation or Shelter-in-Place Practice Drills

- Director (or designated alternate) will post this information for families
- staff will try to discuss the drill with each family at departure time, particularly if their child found it interesting or upsetting

CENTRE CLOSURE PROCEDURES

The following procedures and communication policies will be used in the event of partial or full day closure of the centre due to:

- weather-related emergencies such as a severe winter storm
- health-related emergencies such as a utility failure or the outbreak of illness
- floods

Closure of centre for portion of day

Director (or designated alternate) should:

1. Contact parents by telephone. Advise them to pick up their children early at centre or at designated place of shelter. Provide staff with a scripted statement to use if helping notify parents.
2. Contact emergency contacts designated by parents, if parents cannot be reached.
3. Post a note on the outside door with the name, location and phone number for the designated place of shelter. Include the Director (or designated alternate)'s cell phone number.
4. Advise all staff not there at the time.
5. Advise Friends Community Church.
6. Inform schools/transportation services used by school-age or kindergarten children.

Closure of centre for the full day

Director (or designated alternate) should:

1. Arrange to have the closure announced on 93.5 FM, 1570 AM, 950 AM as early as possible.
2. Record an outgoing message on the centre's voice mail system.
3. Post a note on the outside door, if possible.
4. Notify Friends Community Church.
5. Inform schools/transportation services used by school-age or kindergarten children.

Additional steps to prepare for closure due to flooding

Director (or designated alternate) should:

1. Make sure signs showing the locations of utility shut-offs and instructions are posted. Periodically review with designated alternate.
2. Turn off the furnaces and main power switch on electrical panel, time permitting.
3. Take important documents such as child and staff information and financial records, time permitting.

Additional steps if the building is flooded

Director (or designated alternate) should:

1. Contact Manitoba Hydro to disconnect power at the pole and make sure it is safe to re-enter the centre.
2. Schedule the cleaning, service and replacing of main circuit panels, light switches, electrical sockets, appliances, furnaces, etc by certified technicians.
3. Make arrangements to have all wiring inspected by a qualified electrician before turning power on.
4. Schedule appropriate cleaning for all flooded areas.
5. Contact parents with an expected reopening date.

After partial or full day closure

Director (or designated alternate) should:

1. Write and distribute a short letter telling parents about the event and any follow-up steps that will be taken.
2. Tell the Child Care Coordinator about the event.
3. If necessary, call the Regional Health Authority to access the community crisis/trauma response team within 24 hours of the event for advice, resources or in-person support.
4. Contact fire and public health inspectors. Depending on the reason for closure, there may be requirements or recommendations to reopen centre.

CONTROLLING FIRE HAZARDS and INSPECTION AND MAINTENANCE OF FIRE SAFETY EQUIPMENT

The following procedures will be used to ensure requirements under the Manitoba Fire Code are met to reduce and prevent the risk of fire by:

- controlling fire hazards
- inspecting and maintaining fire safety equipment

Documentation File

The following documentation will be maintained by the director for review by the fire inspector.

The designated alternate will know the location of this file, which will contain:

- copies of safety checklists used to document weekly, monthly and annual checks to control fire hazards and inspect and maintain fire safety equipment
- fire protection system annual inspection report by a qualified technician
- heating system annual inspection report by a qualified heating contractor
- fire extinguishers annual inspection report by a certified agency
- evacuation and shelter-in-place practice drill record

Weekly Inspections and Maintenance

1. Fire alarm power indicator and trouble indicator lights are functioning correctly (if applicable).
2. Evacuation procedures and floor plans are prominently posted in each room.
3. Exit signs are easy to see and lit.
4. Corridors and exits are unobstructed and properly lit.
5. Exits are free of snow and ice. There is a minimum of three meters (about 10 feet) cleared of snow outside of exit. There is a cleared path so that everyone can move further away from the building.
6. Fire doors are NOT wedged or blocked open.
7. Electrical appliances are unplugged when not in use (toaster, coffee maker, etc.)
8. Lint traps in laundry equipment are cleaned after each use.

Monthly Inspections and Maintenance

1. Exit doors are readily opened from the inside without the use of keys or other locking devices.
2. Fire department access is unobstructed. Exterior fire department connections are easy to see and unobstructed. For example, no vehicles may be parked in a fire route/lane. There is no excessive vegetation, snow or other obstructions to access routes, fire hydrant and fire department connections.
3. All fire extinguishers are checked to make sure:
 - hung in required locations -labelled -ready for use -tagged
 - properly charged (arrow in green zone)
 - monthly check documented on tag and on practise drill record
4. Storage areas are checked to make sure:
 - combustible materials have not built up in basements, storage rooms, or service rooms
 - combustible materials are not stored next to water heaters and heating equipment
 - propane cylinders are not stored inside building
 - there is at least 18 inches clearance between storage and sprinkler heads
5. Inspection documentation maintained for review by fire inspector for:
 - emergency lights inspection to make sure they work if the power fails
 - rotating use of fire alarm manual pull stations for monthly evacuation drills – documented on evacuation drill record form

Annual Inspections and Maintenance

Inspection documentation maintained for review by fire inspector for the following:

1. Fire extinguishers are inspected by certified agency (also documented on tag).
2. Hard wired smoke alarms are tested (with smoke canister) at least annually.
3. Heating system is inspected by qualified heating contractor.
4. Fire protection systems are inspected by a certified technician:
 - emergency lighting
 - fire alarm system
 - sprinkler system

WEATHER-RELATED EMERGENCIES

The following procedures will be used in the event of the following in our area:

- winter storms
- flooding
- tornadoes
- severe thunderstorms

Preparation

To prepare to care for children outside of regular centre hours or during a utility failure, the Director (or designated alternate) will ensure that:

- non-perishable food and water is stored and replenished at least annually
- wind-up flashlights are available in all areas of the centre
- fresh batteries are available for the weather radio or portable radio
- signs indicating locations of utility shut-offs and instructions are posted and reviewed periodically with designated alternate

Winter Storm and Flood Procedures

Director (or designated alternate) should:

1. Monitor appropriate source listed below when there is potential for severe weather or flooding:
 - Environment Canada for weather watches and warnings on weather radio or local media
 - Manitoba Water Stewardship's Hydrologic Forecast Centre website (manitoba.ca/waterstewardship/floodinfo) and local media during the spring run off period and during other high water advisories for the area
2. Notify staff in playground to bring children inside in the event of a severe weather warning.
3. Notify any groups on outings to return or take indoor shelter immediately.
4. Reschedule outdoor play and all outings away from the centre.

TLC CENTRE - ENHANCED SAFETY PLAN

5. Post information indicating that there may be a need for closure and reminding parents how the closure will be communicated.

Additional steps for severe winter weather watch/warning or a blizzard warning

1. Director and the Board Chair will consult on the need for emergency closure.
2. Follow *Emergency Closure Procedures* if required.

Additional steps when there is potential for flooding

1. Director and the Board Chairperson will consult on the need for an emergency closure based on the information available from emergency response officials.
2. Director (or designated alternate) will:
 - advise parents if a decision is made to close the centre
 - follow all instructions from emergency response officials
 - remind parents to listen to local media and emergency response officials for evacuation orders and assume that the centre will be closed until further notice
3. Follow *Emergency Closure Procedures* if required.

Tornado or Severe Thunderstorm Procedures

Protective Space: Crawl Space under the Building. Access to the crawl space is through the trap door in the mechanical room.

Staff should:

1. Immediately contact the director (or designated alternate) if aware of a severe thunderstorm or tornado warning/sighting in the area.

Director (or designated alternate) should:

1. Monitor the situation using information from Environment Canada on the weather radio.
2. Make decision to enact *Shelter-in-Place Procedures*.

IN THE EVENT OF A TORNADO

TLC CENTRE - ENHANCED SAFETY PLAN

1. Direct senior staff to lead *Shelter-in-Place Procedures*.
2. Assign specific staff to:
 - bring the emergency backpack (including the first aid kit, child information records, staff emergency information, contact information for others in building and schools/transportation services) into the crawl space (access through trap door in the mechanical room)
 - take attendance to make sure all children and staff are accounted for
 - help children who require additional assistance
 - take required medications and specialized equipment for children with additional support needs if it is possible to do so safely and if essential for the immediate safety of a child
3. Notify staff in playground to return indoors immediately.
4. Notify staff on outings away from centre to immediately seek the closest indoor shelter. Remind them to call back with their location.
5. Notify schools/transportation services that the children should not be transported to the centre and that staff cannot leave to pick them up. Make arrangements for the children's care.
6. Bring the weather radio operating on battery back up and a cell phone to protective space to monitor when it is safe to leave the protective spaces.

Senior staff should:

1. Remind staff not to use electrical equipment and avoid using the telephone.
2. Direct staff to move children away from doors and windows.
3. Make sure wind-up flashlights are available in all areas of the centre.
4. Unplug all electrical appliances such as TVs, radios and toasters

Staff should

1. Follow directions from senior staff.
2. Guide children to stay away from windows, doors, radiators, stoves, metal pipes, sinks or other electrical charge conductors.

After the event, Director (or designated alternate) should:

1. Write and distribute a short letter telling parents about the event and any follow-up steps that will be taken.
2. Tell the Child Care Coordinator about the event.
3. If necessary, call the Regional Health Authority to access the community crisis/trauma response team within 24 hours of the event for advice, resources or in-person support.

HEALTH-RELATED EMERGENCIES

The following procedures and communication policies will be used in the event of an emergency due to:

- a child's medical condition
- communicable or food-borne illness in the centre or larger community
- serious injury of a child
- utility failure or sewage backup

A Child's Medical Condition

When a child enrolls with a medical condition or is diagnosed while attending the centre the Director (or designated alternate) should:

1. Make sure Unified Referral Intake System (URIS) applications are submitted.
2. Arrange staff training by a registered nurse related to the URIS *Individual Health Care Plan/Emergency Response Plan*.
3. Update the centre's safety plan with any special considerations required for the child.
4. Store *Individual Health Care Plan/Emergency Response Plans* in the appropriate staff communication area while considering the importance of confidentiality.
5. Make sure there are processes to monitor when a child's URIS plan will expire.
6. Arrange for plan to be updated and staff retraining to be conducted every year.
7. See the Anaphylaxis section for additional policies and procedures related specifically to life-threatening allergies.

Communicable or Food-Borne Illness

Prevention

The following procedures are used to prevent outbreaks of communicable or food-borne illness:

- routine health practices
- cleaning and sanitizing schedules

TLC CENTRE - ENHANCED SAFETY PLAN

- safe food handling practices
- disposable gloves are worn any time staff's hands may come in direct contact with blood (or body fluids containing blood) or staff have open cuts or sores on their hands
- staff monitor children's health and ask parents about unusual symptoms observed in children (diarrhea, vomiting, abdominal pain, etc.)
- staff encourage parents to inform the centre of diagnosed illness after a visit to the doctor
- staff document symptoms, diagnosed illnesses or absences due to illness in the communication books

Outbreak of communicable or food-borne illness in centre

Director (or designated alternate) should:

1. Contact the public health nurse for requirements for specific illnesses. Be sure to ask about any special precautions for non-immunized children or pregnant staff/family members.
2. Contact the public health inspector if directed to do so by the public health nurse.
3. Inform the child care coordinator of the situation and public health authority's requirements and recommendations.
4. Provide regular updates to the child care coordinator and public health authorities.
5. Review the following procedures with all staff and make sure procedures are diligently followed:
 - proper sneezing and coughing etiquette
 - adult hand washing procedures
 - children's hand washing procedures
 - diapering and toileting procedures
 - cleaning and sanitizing procedures
 - procedures for the proper storage, handling and serving of food
6. Notify parents of illnesses present in the centre and the symptoms to look for in their child.
7. Share resources and information with parents.
7. Advise staff of requirements from public health or other authorities and make sure requirements are followed.

Staff should:

1. Review proper hand washing procedures with the children.
2. Go over sneezing and coughing techniques with the children.

TLC CENTRE - ENHANCED SAFETY PLAN

3. Monitor bathroom visits to make sure procedures are followed.
4. Clean and sanitize toys, equipment and surfaces.
5. Encourage parents to discuss any health concerns, symptoms or diagnosed illnesses.
6. Document health concerns, symptoms or diagnosed illnesses in the daily incident record.

Parents should:

1. Discuss any health concerns or symptoms with staff.
2. Tell staff about any diagnosed illnesses.

Contact with Public Health

The public health authority will be contacted for advice and direction if any of the following illnesses are present in the centre:

- any illness prevented by routine immunizations: diphtheria, measles, mumps, pertussis (whooping cough), polio and rubella
- gastrointestinal infections such as a diagnosed case of campylobacter, E. coli, giardia, rotavirus, typhoid fever, salmonella gastroenteritis, shigella gastroenteritis and yersinia gastroenteritis
- diarrhea, if there are 2 to 3 or more children within 48 hours, because it could be a serious gastrointestinal infection
- group A streptococcus (invasive diseases such as toxic shock syndrome and flesh-eating disease)
- haemophilus influenzae type b (Hib)
- hepatitis A virus (HAV)
- impetigo, if there is more than one diagnosed case in the same room within a month
- meningitis
- meningococcal disease
- strep throat and scarlet fever, if there are more than two diagnosed cases within a month
- tuberculosis

Public health will also be contacted about any bite that breaks the skin as blood tests may be required.

Notification to Parents and Staff

1. Parents and staff will be advised of any of the illnesses requiring contact with public health (above).

TLC CENTRE - ENHANCED SAFETY PLAN

2. The notice will specifically advise parents to talk to their doctor and check their own child's immunization records about the following illnesses prevented by routine immunizations:
 - diphtheria
 - measles
 - mumps
 - pertussis (whooping cough)
 - polio
 - rubella

3. The notice will specifically advise staff or family members who are or may become pregnant that they should talk to their doctor and check their immunization status for the following illnesses:
 - chicken pox
 - parvovirus B19 (fifth disease or "slapped cheek" syndrome)
 - rubella
 - measles
 - mumps
 - CMV (cytomegalo virus)

Additional steps: Outbreak of communicable or food borne illness in larger community

Director (or designated alternate) should:

1. Monitor and respond to warnings from Manitoba Health and Healthy Living, Health Canada or the Canadian Food Inspection Agency. Be sure to visit their websites for additional information.
2. Advise all staff of recommendations from Manitoba Health, Health Canada, the Food Inspection Agency, the public health inspector or the child care coordinator. Make sure staff follow recommendations.

Serious Injury of a Child

Director (or designated alternate) should:

1. Help make the decision to provide first aid at the centre or call an ambulance.
2. Contact the parents or emergency contacts if parents cannot be reached.

Injury requiring first aid

Staff should:

1. Provide first aid according to the principles learned in their first aid training.
2. Document the incident as quickly as possible and provide an incident report to the parents and Director (or designated alternate).
3. Complete an assessment of the factors related to the incident. If necessary, make changes to prevent injuries.

Injury requiring medical attention

Director (or designated alternate) should:

1. Call 911 for an ambulance.
2. Provide a copy of the parent's permission for emergency medical treatment.
3. Accompany the child to the hospital with a copy of the parent's permission for emergency medical treatment, if parents are not at the centre.

Staff should:

1. Attend to the child according to the principles learned in their first aid training until paramedics arrive.
2. Document the incident as quickly as possible.
3. Provide an incident report to the parents and Director (or designated alternate).

After the event, Director (or designated alternate) should:

1. Complete an assessment of the factors related to the incident. If necessary, make changes to prevent future injuries.
2. Notify:

TLC CENTRE - ENHANCED SAFETY PLAN

- the Child Care Coordinator within 24 hours by submitting a Serious Injury Notification on-line or by telephone
- the Centre's insurance provider if required
- the Board Chair;whom will notify the Board of Directors

Utility Failure or Sewage Back up

The following procedures will be used in the event of sewage back-up or the loss of one of the following utilities:

- heat
- water
- hot water
- electricity

Director (or designated alternate) should:

1. In the case of a loss of electrical power, figure out if it is specific to the centre or if the area is without power. If it specific to the centre, see if it is a breaker that has blown and restore power.
2. Contact the appropriate utility or repair service immediately to report the problem and get an estimated length of time without service.
3. Contact the public health inspector to complete a risk assessment. The loss of any utility or sewage back-up may present a health risk to the children, staff and families.
4. Contact the local fire authority to determine if the loss of the utility or sewage back-up presents a fire safety risk (for example, fire protection systems/life safety equipment or access to exits is compromised) and if there are alternative requirements during a loss of fire protection.
5. Advise staff on procedural changes required by public health (for example, the use of hand sanitizers and single-use food handling and service items) or the fire authority (such as the requirement for a fire watch).
6. Enact and Follow *Evacuation Procedures or Emergency Closure Procedures* if required by the public health authority or fire authority.
7. Inform the Child Care coordinator of situation and the requirements and recommendations from public health or fire authority.

ANAPHYLAXIS (LIFE-THREATENING ALLERGIES)

The following roles and responsibilities outline the procedures that will be followed if:

- a child currently in the centre has been diagnosed with a life-threatening allergy
- a child about to enroll in the centre has been diagnosed with a life-threatening allergy

IMPORTANT

Call an ambulance immediately to take the child to the hospital when an adrenaline auto-injector is used.

The entire community has a role to play in ensuring the safety of children with a known risk of anaphylaxis in a community setting. To minimize risk of exposure and to ensure rapid response to an emergency, parents, children and centre staff must all understand and fulfill their responsibilities.

Director (or designated alternate) should:

1. Work as closely as possible with the parents of the child with a known risk of anaphylaxis. Regularly update emergency contacts and telephone numbers.
2. Immediately start appropriate planning for an *Individual Health Care Plan/Emergency Response Plan* that considers the age and maturity level of the child, the specific allergen and the centre's circumstances.
3. Submit a URIS application with parents, including *An Authorization for the Release of Information* form. Remind parents that it will need to be completed every year.
4. Have parents complete an *Authorization for Administration of Adrenaline Auto-Injector* form.
5. Contact the public health nurse (or contracted nursing agency if the public health nurse is not available) to develop the *Individual Health Care Plan/Emergency Response Plan* and schedule staff training.
6. Identify a contact person for the nurse.
7. Inform other parents that a child with a life-threatening allergy is in direct contact with their child (with written parental approval). Ask parents for their support and cooperation.
8. If it is not developmentally appropriate for the child to carry an auto-injector, make sure the adult responsible for that child wears it in a fanny pack. An alternative is to keep it in a safe, UNLOCKED location accessible only to the adults responsible.
9. Staff Training
 - Notify staff of the child with a known risk of anaphylaxis, the allergens and the treatment.
 - Have all staff (and possibly volunteers) receive instruction on using an auto-injector.
 - Inform all substitute staff about the presence of a child with a known risk of anaphylaxis. Be sure to advise them of the appropriate support and response, should an emergency occur. Photos are located in the kitchen of those needing epipens /those with other allergies/ Care Plans are in room files

TLC CENTRE - ENHANCED SAFETY PLAN

- Store the *Individual Health Care Plan/Emergency Response Plan* in the staff communication areas for easy access while keeping in mind the importance of confidentiality.
- Arrange an annual in-service through the nursing service to train staff and monitor personnel involved with the child with life-threatening allergies.

10. Help with carrying out policies and procedures for reducing risk in the centre.

- Post allergy alert forms in the staff room, kitchen, and eating area (with written parental approval).
- Develop safety procedures for field trips and extra-curricular activities.

11. Make sure there are processes to:

- Monitor when a child's *Individual Health Care Plan/Emergency Response Plans* will expire.
- Annually review and submit a URIS Application form to make sure there is an *Individual Health Care Plan/Emergency Response Plan* for each child with a life-threatening allergy.
- Monitor the expiry dates for children's adrenaline auto-injectors. Remind parents about expiry as needed.
- From time to time, remind other parents in the centre how important it is to make sure packed lunches and snacks are allergen-free.

Responsibilities of all staff:

1. Receive annual URIS training in caring for a child with anaphylaxis.
2. Discuss anaphylaxis with the other children, in age-appropriate terms.
3. Encourage children not to share lunches or trade snacks.
4. Choose products that are safe for all children in the centre (parental input is recommended).
5. Instruct children with life threatening allergies to eat only what they bring from home during lunch time.
6. Reinforce hand washing to all children before and after eating.
7. Facilitate communication with other parents.
8. Follow policies for reducing risk in eating and common areas.
9. Enforce rules about bullying and threats.
11. Leave information in an organized, prominent and accessible format for substitute staff.
12. Plan appropriately for field trips. Make sure auto-injectors are taken on field trips and emergency response plans are considered when planning the trip.

TLC CENTRE - ENHANCED SAFETY PLAN

Responsibilities of the parents of a child with anaphylaxis:

1. Tell the centre Director about the child's allergies and needs.
2. Provide their child with an up-to-date auto-injector. If it is not developmentally appropriate for the child to carry it, parents should confirm the auto-injector is in a specified location (safe, UNLOCKED location accessible only to the adults responsible), or on the person of the adult responsible for the care of the child.
3. Make sure their child has and wears a medical identification bracelet.
4. Submit all necessary documentation as required.
5. Provide the child care centre with adrenaline auto-injectors before the expiry date.
6. Make sure that auto-injectors are taken on field trips.
7. Participate in the development of a written *Individual Health Care/Emergency Response Plan* for their child, which is updated every year.
8. Be willing to provide safe foods for their child, including special occasions.
9. Provide support to the facility and staff as required.
10. Teach their child (as developmentally appropriate):
 - to recognize the first signs of an anaphylactic reaction
 - to know where their medication is kept and who can get it
 - to communicate clearly when he or she feels a reaction starting
 - to carry his or her own auto-injector on their person (for example, in a fanny pack)
 - not to share snacks, lunch or drinks
 - to understand the importance of hand washing
 - to report bullying and threats to an adult in authority
 - to take as much responsibility as possible for his or her own safety

Responsibilities of all parents:

1. Cooperate with the child care centre to eliminate allergens from packed lunches and snacks.
2. Participate in parent information sessions.
3. Encourage children to respect the child with a known risk of anaphylaxis and centre policies.
4. Inform the staff before food products are distributed to any children in the centre.

TLC CENTRE - ENHANCED SAFETY PLAN

Responsibilities of the child with anaphylaxis:

1. Take as much responsibility as possible for avoiding allergens, including checking labels and monitoring intake (as developmentally appropriate).
2. Eat only foods brought from home, if applicable.
3. Wash hands before and after eating.
4. Learn to recognize symptoms of an anaphylactic reaction (as developmentally appropriate).
5. Promptly inform an adult as soon as accidental exposure occurs or symptoms appear (as developmentally appropriate).
7. Keep an auto-injector on their person at all times, such as in a fanny pack (as developmentally appropriate).
8. Know how to use the auto-injector (as developmentally appropriate).

Responsibilities of all children (as developmentally appropriate):

1. Learn to recognize symptoms of anaphylactic reaction.
2. Avoid sharing food, especially with children with a known risk of anaphylaxis.
3. Follow rules about keeping allergens out of the centre and washing hands (as developmentally appropriate).
4. Refrain from bullying or teasing a child with a known risk of anaphylaxis.

CHEMICAL ACCIDENT PROCEDURES

The following procedures will be used in the event of a chemical accident:

- inside of the centre (for example, the inappropriate mix of household cleaners)
- in the area outside of the centre

Chemical Accident Inside of Child Care Building

Director (or designated alternate) should:

1. Enact and Follow *Evacuation Procedures* immediately.
2. Call 911 for the fire department.
3. Notify other building occupants.

Chemical Accident Outside of Child Care Building

Director (or designated alternate) should:

1. Enact *Shelter-in-Place Procedures* **or** *Evacuation Procedures* based on instructions from the emergency response personnel
2. Follow: *Evacuation Procedures* **or** *Shelter-in-Place Procedures: Chemical Accident Outside of Building*

Shelter-in-Place Procedures: Chemical Accident Outside of Building

Director (or designated alternate) should:

1. Verbally direct senior staff to lead Shelter-in-Place Procedures and close windows and as many internal doors as possible.
2. Notify staff in playground to return indoors immediately.
3. Close and lock all exterior doors.
4. Turn off breakers that control air flow.
5. Notify staff on outings away from centre to immediately seek the closest indoor shelter and call back with their location.
6. Notify schools and transportation services that the children should not be transported to the centre and that staff cannot leave to pick them up until further notice. Make arrangements for the children's care.

TLC CENTRE - ENHANCED SAFETY PLAN

7. Inform parents by phone as quickly as possible. Use a scripted message, if possible.
8. Direct parents to stay away from the area and listen to the local media for further updates on the situation.
9. If there is time and it is needed, assign specific staff to take additional measures to protect indoor air:
 - Seal any obvious gaps around exterior windows and doors.
 - Place a rolled up damp towel at the floor space at bottom of doors.
 - Cover and seal bathroom exhaust and grilles, range vents, dryer vents and other openings to the outdoors as much as possible.
 - Put plastic over the windows to seal.
10. Inform staff and children when emergency response personnel say it is safe to leave the building.

Senior staff should:

1. Lead Shelter-in-Place Procedures.
2. Direct specific staff to close and lock exterior windows and to close as many internal doors as possible.
3. Take attendance to account for all children, staff and visitors.
4. Advise the director (or designated alternate) of the status of Shelter-in-Place Procedures.
5. Assign specific staff to prepare for evacuation by:
 - Having the emergency backpack (including the first aid kit, child information records, staff emergency information, contact information for others in building and schools/transportation services) ready to go, should evacuation be ordered
 - Having required medications and specialized equipment for individual children with additional support needs ready.

After the event, Director (or designated alternate) should:

1. Write and distribute a short letter telling parents about the event and any follow-up steps that will be taken.
2. Tell the Child Care Coordinator about the event.
3. If necessary, call the Regional Health Authority to access the community crisis/trauma response team within 24 hours of the event for advice, resources or in-person support.

BOMB THREAT PROCEDURES

The following procedures describe how we will respond to:

- a bomb threat received by telephone or in writing
- a bomb threat received and suspicious item found

IMPORTANT

If a bomb threat is received and/or a suspicious package is found:

- DO NOT use any form of wireless communication (pagers, cell phones, Blackberries, two-way radios, etc.).
- Contact the Director (or designated alternate) immediately to assess the situation.

Bomb Threat Received by Telephone or in Writing

Staff member receiving a bomb threat by telephone should:

- 1.
2. Notify Director (or designated alternate) IMMEDIATELY after the call and discuss information on the *Threatening Telephone Call* form.

Staff member finding a bomb threat in writing should:

1. Leave the note where it is and do NOT touch or move it (even if it has already been moved).
2. Notify Director (or designated alternate) IMMEDIATELY.

Director (or designated alternate) should:

1. Determine if there is an immediate threat to safety based on the information available.
2. Direct staff NOT to use any form of wireless communication.
3. Call **911** using a land phone. Consult with police for further steps.
4. In consultation with police, determine if there is an immediate threat to safety based on the information available and decide whether or not to evacuate.
5. Notify police of the caller's phone number if call display or call trace was successful.
6. Make sure the person who answered the threatening phone call or found the written message is available to be interviewed by police.

TLC CENTRE - ENHANCED SAFETY PLAN

7. If there is an imminent threat to safety:
 - Enact Evacuation Procedures. Do NOT use fire alarm.
 - Direct senior staff to lead *Evacuation Procedures*.
8. Assign specific staff to:
 - Go to the playground and tell staff to remain there or proceed to designated place of shelter.
 - Call staff and children on outings away from centre (using a land line). Advise staff not to return to centre until further notice or to proceed to designated place of shelter.
 - Contact any other occupants of the building. Do NOT use wireless communication.

Senior staff should:

1. Lead *Evacuation Procedures* if enacted.

After the event, the Director (or designated alternate) should:

1. Write and distribute a short letter telling parents about the event and any follow-up steps that will be taken.
2. Tell the Child Care Coordinator about the event.
3. If necessary, call the Regional Health Authority to access the community crisis/trauma response team within 24 hours of the event for advice, resources or in-person support.

If suspicious item is found but no bomb threat has been received, the director (or designated alternate) should:

1. Advise staff NOT to touch or move it (even if it has already been moved).
2. Evacuate the immediate area and close door.
3. Try to determine if it is suspicious and dangerous or if it is an ordinary item.
4. Call 911 using a land phone and consult with police for further steps.
5. In consultation with police, determine if there is an immediate threat to safety based on the information available and decide whether or not to evacuate.

In the case of a suspicious powdery substance, all persons believed to have had contact with it must:

1. Gather together in a separate area away from those who did not have contact.
2. Stay to get the appropriate medical assessment and treatment.

Bomb Threat and Suspicious Item

If a bomb threat is received and suspicious package, letter or object is found, there is an immediate threat to safety.

Director (or designated alternate) should:

1. Evacuate the immediate area where the suspicious item was found. Close the door to the area.
2. Direct staff not to use any form of wireless communication.
3. Enact the *Evacuation Procedures*. Do NOT use fire alarm.
4. Direct senior staff to lead *Evacuation Procedures* using only exits routes and areas that are free of suspicious items.
5. Call **911** using a land phone and state the nature of the emergency.
6. Notify police of the caller's phone number if call display or call trace was successful.
7. Make sure the person who answered the threatening phone call (or found the written message) and found the suspicious package is available to be interviewed by police.

Senior staff should:

1. Lead the Evacuation Procedures.
2. Assign specific staff to:
 - Go to playground and advise staff to remain there or proceed to designated place of shelter.
 - Call staff and children on outings away from centre using a land line and advise staff not to return to centre and to proceed to designated place of shelter.
 - Contact any other occupants of the building. Do NOT use wireless communication.

After the event, the director (or designated alternate) should:

1. Write and distribute a short letter telling parents about the event and any follow-up steps that will be taken.
2. Tell the Child Care Coordinator about the event.
3. If necessary, call the Regional Health Authority to access the community crisis/trauma response team within 24 hours of the event for advice, resources or in-person support.

THREATENING BEHAVIOUR PROCEDURES

The following procedures describe the response to threatening behaviour:

- inside the centre or on the property
- in the neighbourhood

Staff should:

1. Notify the Director (or designated alternate) immediately when aware of:
 - threatening behaviour inside the centre or on the property
 - threatening behaviour in the neighbourhood (either by seeing it or being told by the police)
 - a threat made in writing or received by telephone (do not move, touch or delete the evidence)
2. Call **911** for the police immediately if there is a threat to safety.

Director (or designated alternate) should:

1. Tell staff contact the Director (or designated alternate) immediately if a person who may become threatening arrives at the centre. For example, if a person has made a threat or is extremely upset such as:
 - a recently fired staff person
 - a parent concerned about a situation at the centre
 - a parent who has become angry, violent or made threats to take a child with respect to a custody dispute document after the fact/ sign and date documentation
2. If the threat is received in writing, by telephone or voice mail:
 - Call the police immediately. The police can help assess the level of risk to your safety and help you decide on next steps.
 - Do not touch, move or delete the threat or evidence so the police can investigate properly.

SHELTER-IN-PLACE PROCEDURES

Threatening Behaviour Inside Centre or On Property

Director (or designated alternate) should:

1. Make the decision to enact Shelter-in-Place Procedures.
2. Direct senior staff to lead the *Shelter-in-Place Procedures*.
3. Tell senior staff where the threatening person is and whether they seem to have a weapon or not.
4. Assign a specific staff member to contact Friends Community Church and inform them of the situation.
5. If the person does not have a weapon:
 - Direct a senior staff member to call 911 for the police.
 - Talk to the person. Try to calm them down.
6. If the person has a weapon:
 - Call 911 for the police immediately.
 - Take cover in the closest protective space.washroom/mechanical room
7. Follow directions from the police about what to do next.
8. Give the police floor plans and information about the number of children and staff and where they are.
9. As soon as possible, notify staff on outings to stay where they are or to look for indoor shelter.
10. As soon as possible, notify schools and transportation services that the children should not be transported to the centre and that staff cannot leave to pick them up. Make plans for the children's care.

Senior staff should:

1. Quietly direct staff to gather with children into the protective spaces as far away from the threatening person as possible. (Infants into nap room/storage room, toddlers into bathroom/library, preschool into Kitchen/storage room)
 - If the threat is on the property, direct staff and children to quickly move inside, take cover or drop to the ground, depending on the situation.
 - If the threat is inside the centre, direct staff and children in the playground to go to the designated place of shelter immediately.
2. Assign specific staff to:

TLC CENTRE - ENHANCED SAFETY PLAN

- take attendance to account for all children and staff
 - help children who need additional assistance
 - take required medications and specialized equipment for children with additional support needs if essential to their immediate safety and it is safe to do so
3. If safe to do so, advise Director (or designated alternate) about the status of *Shelter-in-Place Procedures*.

Staff should:

1. Gather children in the nearest protective space away from the threatening person.
2. Lock the door to the room and cover door windows.
3. Turn off lights.
4. Close and lock exterior windows.
5. If the threat is inside the centre, DO NOT close exterior blinds or curtains. Police need to see inside the centre.
6. Stay in protective spaces that are out of sight from doors and windows.
7. DO NOT leave protective spaces until told by the Director (or designated alternate).

After the event, the Director (or designated alternate) should:

1. Write and distribute a short letter telling parents about the event and any follow-up steps that will be taken.
2. Tell the Child Care Coordinator about the event.
3. If necessary, call the Regional Health Authority to access the community crisis/trauma response team within 24 hours of the event for advice, resources or in-person support.

SHELTER-IN-PLACE PROCEDURES **Threatening Behaviour in Neighbourhood**

IMPORTANT

DO NOT leave the centre until the police inform that it is acceptable to leave..

Director (or designated alternate) should:

1. Direct senior staff to lead *Shelter-in-Place Procedures*. Tell them the threat is in the neighbourhood.
2. Notify staff and children in the playground to come inside immediately.
3. Make sure exterior doors are closed and locked.
4. Notify staff with children on outings to stay where they are (if safe to do so) or find the closest indoor shelter. Have staff call back to say where they are.
5. Look at attendance records provided by staff to make sure all children and staff are accounted for.
6. Notify schools and transportation services that the children should not be transported to the centre and staff cannot leave to pick them up. Make plans for the children's care.
7. Notify Friends Community Church.
8. Call **911** to make sure police know about the situation.
9. Follow directions from the police about what to do next.
10. Tell staff when it is safe to leave the protective spaces as directed by the police.

Senior staff should:

1. Direct staff to gather with children away from exterior windows and doors.
2. Assign specific staff to help children who need additional assistance.
3. Take attendance to account for all children.
4. Advise Director (or designated alternate) of status of *Shelter-in-Place Procedures*.

Staff should:

1. Gather with children in areas away from exterior doors and windows.
2. Close and lock exterior windows.

TLC CENTRE - ENHANCED SAFETY PLAN

3. If possible, close blinds or curtains.
4. DO NOT leave centre until advised by the Director (or designated alternate).

After the event, the director (or designated alternate) should:

1. Write and distribute a short letter telling parents about the event and any follow-up steps that will be taken.
2. Tell the Child Care Coordinator about the event.
3. If necessary, call the Regional Health Authority to access the community crisis/trauma response team within 24 hours of the event for advice, resources or in-person support.

CONTROLLING VISITOR ACCESS

The following procedures describe how we control and monitor visitor access to ensure:

- staff are aware when parents and children arrive or depart
- staff are aware of expected or unexpected visitors
- people who do not belong in the centre are prevented from entering unnoticed

Preparation

- There are policies that ask parents to tell staff when someone else will pick up their child. If staff don't know the person, they will ask for ID.
- Staff are told about custody arrangements and what to do if the non-custodial parent arrives at a time outside of the arrangements.
- Parents are informed in the parent policy manual that staff need to be told when there are changes to who is allowed to pick up their child. Staff then update the designated pick up list for that child.
- When visitors are expected, staff note it in the staff log book so all staff are aware. For example, this may include a different pick-up person, a utility repair person or practicum supervisor for an early childhood education student.
- If the visitor is unknown to the staff, staff must ask to see identification.
- Expected visitors are welcomed and escorted to the appropriate area in the centre.
- When we learn during the enrolment process, in an Inclusion Support Program meeting or through observation, that a child has a tendency to leave areas unescorted or is not fearful of strangers, all staff are informed. Staff are also required to pay particular attention to make sure the child remains safe.

Controlling and Monitoring Visitor Access

1. All of TLC Centre's outside doors are locked throughout the day.

TLC CENTRE - ENHANCED SAFETY PLAN

2. The door that connects our centre to the church will be locked when the gym is not in use. When the gym is in use, and outside church doors are open, gym area is in an unlocked position.
3. The outside church doors will be locked at all times when the church is vacant. When there is a public event or function being held in the church (funeral, workshop, etc.) that requires the outside church doors remain open, the gym will not be used.
4. There may be times when authorized Church personnel (Pastor Dale or others) are using the church office and/or building when the daycare is open. The Church reserves the right to leave the outside Church door open during these times and will take responsibility for monitoring the door and approaching visitors.
5. When arriving at the centre , staff and parents enter the building by using a key fob. Staff key fobs are programmed to allow access between the hours of 6:45 am and 6:00 pm, Monday to Friday. Parents key fobs are programmed to allow access between 6:45 am and 5:30 pm, Monday to Friday.
3. Visitors without a key fob must buzz in and identify themselves using the intercom system. The intercom is connected to the phone system. There are three phones located in the office, infant room and pre-school room. If a visitor comes to the centre that is not recognized by staff they can visually check the identity by looking through the windows or through the door. Responsibility for responding to the intercom is first with the Director. If the Director is not in the office or otherwise unavailable, the intercom will be answered by the Infant room staff. If the infant room staff is unavailable then the intercom will be answered by the pre-school room staff.
3. Staff are required to welcome parents and children into the centre, share pertinent information and help the child to get involved in the centre's activities.
4. Staff are required to sign children in and out on the attendance record.
5. Parents are required to directly tell a staff member when they are leaving the building, with or without their children.
6. When using the playground the exterior daycare doors are locked and staff and parents regain entry by use of the key fob. Staff allow re-entry from the playground to the centre for those who do not have a key fob.

SAFE INDOOR AND OUTDOOR SPACE PROCEDURES

The following procedures describe how we ensure:

- Reporting a serious Incident
- safe indoor spaces
- safe outdoor spaces

Staff Should - Serious Incident Reporting Process

TLC CENTRE - ENHANCED SAFETY PLAN

A serious incident is considered to be anything outside the “normal” everyday incidents and accidents. This is not intended for a scraped knee, hitting, or biting. The serious incident reporting process is for situations that require medical attention or sensitive issues that require a different course of action.

Serious Incident Reporting Process

After immediate attention is given

- Document the incident or injury
- Speak directly with the Director or designated alternate.
- The director (or alternate) will decide if the incident or accident requires a phone call to parents, an explanation of the incident or accident by the staff, or an explanation of the incident or accident by the director or surrogate
-

This process is designed to avoid any situations that may occur by letting the director take a front line role in discussing the serious incidents with parents.

Director or the designate will notify the Chair of the Board and if necessary the Government of Manitoba (the coordinator for our area) within 24 hours – the coordinator will advise the Director or Designate of what further action if any needs to be taken

Staff should:

- Watch for any safety concerns throughout the day.
- Correct the situation to the best of their abilities and document what was done.
- Bring concerns to the attention of the Director (or designated alternate). Make sure action is taken, if needed.
- Note any safety concerns and related reminders about appropriate procedures in daily staff communication book.
- Watch for suspicious activity in the neighbourhood and report it to the Director and the police, if necessary.
- Stay alert to their surroundings when in the playground or on outings.
- Trust their instincts and, if they feel uncomfortable in a place or situation, to gather the children and leave immediately.

Staff on opening shift should:

1. Complete the *Daily Safety Checklist – Indoor* and *Daily Safety Checklist – Outdoor*. Done visually
2. Correct any safety concerns to the best of their abilities and document what was done.
3. Give the checklists to the Director (or designated alternate).
4. Make sure the Director is aware of any concerns and things that need to be done.
5. Note any safety concerns and related reminders about appropriate procedures in the daily staff communication book.

TLC CENTRE - ENHANCED SAFETY PLAN

Staff on the closing shift should:

1. Do a walk-through and make sure all appliances are unplugged; the stove is turned off, etc.
2. Note any safety concerns and related reminders about appropriate procedures in the daily staff communication book.

Director (or designated alternate) should:

1. Make sure monthly and annual inspections are completed and documented on the appropriate checklists.
2. Complete and document any required repairs or actions.
3. Review enrolment forms, Inclusion Support Program intake and review meeting minutes and URIS *Individual Health Care/Emergency Response Plan* as applicable for any specific requirements for a child with additional support needs.
4. Make any necessary changes to indoor or outdoor spaces to make sure children with additional support needs are safe.
5. Communicate safety concerns or changes to procedures to all staff:
 - Note concerns in the daily communication book.
 - Review at a staff meeting and, depending on how serious the situation is, share with the Board of Directors.
6. Make sure safety concerns that relate directly to parents or require a change in their behaviour are posted in a prominent area. If the concern is serious, write a letter to each parent.

STAFF TRAINING

The enhanced safety plan will be reviewed and specific responsibilities will be discussed with the Director (or designated alternate) when a staff member is given responsibilities for fire safety or emergency response procedures.

Training for New Staff

New staff is required to:

1. Read the enhanced safety plan and discuss it with the Director (or designated alternate).
2. Review the *Weekly and Monthly Indoor Safety Checklists* with the Director (or designated alternate) to learn how to control fire hazards and their responsibility to address any fire safety issues that they see. Staff are instructed to bring fire safety issues to the attention of the Director. Issues not resolved by the Director can be taken to the Board.
3. Review *Individual Health Care Plan/Emergency Response Plans* for all children enrolled with anaphylaxis (life-threatening allergies). Be trained in the use of a child's auto-injector and child-specific avoidance strategies detailed in each individual plan.
4. Review several practice drills with the Director (or designated alternate) to learn how to improve their participation and to have their questions answered.

The Director (or designated alternate) will show new staff the locations of:

- staff communication book (containing important information to read daily)
- emergency phone number list including:
 - > the centre's location address
 - > designated place of shelter
 - > contact information for other occupants of the building (Friends Community Church)
 - > contact information for schools serviced by the centre
- fire alarm pull stations
- fire extinguishers
- emergency backpacks that contain child information records and staff emergency information
- first aid kits
- a copy of the enhanced safety plan

TLC CENTRE - ENHANCED SAFETY PLAN

- *Individual Health Care Plan/Emergency Response Plans* for all children enrolled with anaphylaxis (life-threatening allergies) or other applicable health conditions
- adrenaline auto-injectors for children with anaphylaxis

The Director (or designated alternate) will discuss and demonstrate to new staff:

- when to use a fire extinguisher
- how to use the PASS method in the use of a fire extinguisher

Training for All Staff

All staff will:

1. Review their actions, as well as the actions of the children, after each practice evacuation or shelter-in-place drill and discuss ways for improvement.
2. Review how to use a fire extinguisher at least once a year.
3. Be retrained in the use of a child's auto-injector and child-specific avoidance strategies detailed in each *Individual Health Care/Emergency Response Plan* for children with anaphylaxis (life-threatening allergies) at least annually.
4. Be retrained in specific plans detailed in each *Individual Health Care/Emergency Response Plan* for children with other applicable health conditions at least annually.

BOARD OF DIRECTORS ROLES AND RESPONSIBILITIES

The roles and responsibilities of Board members are outlined in our board orientation package indicating:

1. New Board members are required to read the enhanced safety plan and to discuss it with the Director (or designated alternate).
2. The Board will review and discuss the enhanced safety plan at board meetings at least annually.
3. Board members will review annual fire, public health and child care centre inspection checklists to ensure that the Director (or designated alternate):
 - addresses any fire safety issues
 - monitors that all procedures to control fire hazards are completed
 - makes sure all required inspections and maintenance of fire safety equipment are completed and documented as required
 - addresses any public health concerns
 - addresses any child care licensing non-compliance issues or other concerns

TLC CENTRE - ENHANCED SAFETY PLAN

4. The Board will encourage staff to bring fire safety or other safety issues to their attention as stated in personnel policies, during employment orientations and during annual reviews of enhanced safety plan with all staff.

STAFF AND BOARD ANNUAL REVIEW

The enhanced safety plan will be reviewed annually at the Board meeting in *March* by:

- all supervisory staff and designated alternates
- the Board of Directors

Any necessary changes or revisions will be made including:

- increases or decreases in staffing levels
- increases or decreases of licensed number of children
- changes to rooms or floor spaces occupied by the child care centre
- changes to emergency procedures

If revisions are made, new copies will be printed with the revision date and submitted to the child care coordinator for review and approval. If the revisions are related to fire safety or fire evacuation procedures, a copy will also be submitted to the fire inspector for review and approval.

The revised enhanced safety plan will be:

- distributed to all supervisory staff and designated alternates
- posted in the child care centre for reference by the fire authority
- kept in the staff communication area for easy access and review by child care staff
- reviewed by child care coordinator
- reviewed by the fire authority

The enhanced safety plan will be reviewed annually with all staff at the staff meeting in *April* or after revisions have been approved.

Individual Health Care Plan/Emergency Response Plans

Plans will be reviewed every year for each child enrolled with anaphylaxis (life-threatening allergies) or other applicable health conditions.

The Director (or designated alternate) will monitor expiry dates for individual plans.