

St. Nicholas' Monastery N.S.  
Philip Street,  
Dundalk,  
Co. Louth.  
Roll Number: 16469S



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## Critical Incident Policy

St. Nicholas' Monastery N.S. aims to protect the well-being of its students and staff by providing a safe and nurturing environment at all times. Care, respect and integrity which are our core values will be maintained at all times. The Board of Management, through Mrs. Katriona Cosgrove, has drawn up a Critical Incident Management Plan as one element of the school's policies and plans.

### Review and Research

The CIMT have consulted resource documents available to schools on [www.education.ie](http://www.education.ie) and [www.nosp.ie](http://www.nosp.ie) including:

- Responding to Critical Incidents Guidelines and Resources for Schools (NEPS 201 6)
- Suicide Prevention in Schools: Best Practice Guidelines (IAS, National Suicide Review Group 2002)
- Suicide Prevention in the Community - A Practical Guide (HSE 2011)
- Well-Being in Primary Schools - Guidelines for Mental Health Promotion (DES, DOH, HSE 201 5)

### Define what you mean by the term 'critical incident'

The staff and management of St. Nicholas' Monastery N.S. recognise a critical incident to be "an incident or sequence of events that overwhelms the normal coping mechanism of the school". Critical incidents may involve one or more students or staff members, or members of our local community. Types of incidents might include:

- *The death of a member of the school community through accident, violence, suicide or suspected suicide or other unexpected death*
- *An intrusion into the school*
- *An accident involving members of the school community*
- *An accident/tragedy in the wider community*
- *Serious damage to the school building through fire, flood, vandalism, etc*
- *The disappearance of a member of the school community*

### Aim

The aim of the CIMP is to help school management and staff to react quickly and effectively in the event of an incident, to enable us to maintain a sense of control and to ensure that appropriate support

is offered to students and staff. Having a good plan should also help ensure that the effects on the students and staff will be limited. It should enable us to effect a return to normality as soon as possible.

### **Creation of a coping supportive and caring ethos in the school**

We have put systems in place to help to build resilience in both staff and students, thus preparing them to cope with a range of life events. These include measures to address both the physical and psychological safety of the school community.

#### **Physical safety**

- Evacuation plan formulated
- Regular fire drills occur
- Fire exits and extinguishers are regularly checked
- Pre-opening supervision in the school yard
- Front gate closed during school hours
- School doors locked during class time
- Rules of the playground / classroom
- Regular contact with parents.

#### **Psychological safety**

The management and staff of St. Nicholas' Monastery N.S. aim to use available programmes and resources to address the personal and social development of students, to enhance a sense of safety and security in the school and to provide opportunities for reflection and discussion.

- Social, Personal and Health Education (SPHE) is integrated into the work of the school. It is addressed in the curriculum by addressing issues such as grief and loss; communication skills; stress and anger management; resilience; conflict management; problem solving; helpseeking; bullying; decision making and prevention of alcohol and drug misuse. Promotion of mental health is an integral part of this provision
- Staff have access to training for their role in SPHE
- Staff are familiar with the Child Protection Guidelines and Procedures and details of how to proceed with suspicions or disclosures
- Books and resources on difficulties affecting the primary school student are available
- The school has developed links with a range of external agencies – e.g. HSE/Community Care/NEPS
- Inputs to students by external providers are carefully considered in the light of criteria about student safety, the appropriateness of the content, and the expertise of the providers. See DES Circulars 0022/2010 (Primary)
- The school has a clear policy on bullying and deals with bullying in accordance with their Anti-Bullying Policy and the KiVa Anti-Bullying Programme
- There is a care system in place in the school using the "Continuum of Support" approach which is outlined in the NEPS documents published on 2007 for primary schools.
- Students who are identified as being at risk are referred to the designated staff member (e.g. support teacher), concerns are explored and the appropriate level of assistance and support is provided. Parents are informed, and where appropriate, a referral is made to an appropriate agency.

- Staff are informed about how to access support for themselves.

### **Critical Incident Management Team (CIMT)**

A CIMT has been established in line with best practice. The members of the team were selected on a voluntary basis and will retain their roles for at least one school year. The members of the team will meet annually to review and update the policy and plan. Each member of the team has a dedicated critical incident folder. This contains a copy of the policy and plan and materials particular to their role, to be used in the event of an incident.

#### **Team leader: Mrs. Katriona Cosgrove**

##### **Role**

- Alerts the team members to the crisis and convenes a meeting
- Coordinates the tasks of the team
- Liaises with the Board of Management; DES; NEPS; SEC
- Liaises with the bereaved family if appropriate

*(In the event of the Principal's absence the Deputy Principal will be the team leader. )*

#### **Garda liaison Mrs. Katriona Cosgrove**

##### **Role**

- Liaises with the Gardaí
- Ensures that information about deaths or other developments is checked out for accuracy before being shared

#### **Staff liaison Yvonne Gallagher**

##### **Role**

- Leads briefing meetings for staff on the facts as known, gives staff members an opportunity to express their feelings and ask questions, outlines the routine for the day
- Advises staff on the procedures for identification of vulnerable students
- Provides materials for staff (from their critical incident folder)
- Keeps staff updated as the day progresses
- Is alert to vulnerable staff members and makes contact with them individually
- Advises them of the availability of the EAS and gives them the contact number.

#### **Student liaison Bridie Carolan**

##### **Role**

- Alerts other staff to vulnerable students (appropriately)
- Provides materials for students (from their critical incident folder)
- Maintains student contact records (R1).
- Looks after setting up and supervision of 'quiet' room where agreed

#### **Parent liaison John McKeivitt H.S.C.L.**

##### **Role**

- Visits the bereaved family with the team leader where appropriate
- Arranges parent meetings, if held

- May facilitate such meetings, and manage 'questions and answers'
- Manages the 'consent' issues in accordance with agreed school policy
- Ensures that sample letters are typed up, on the school's system and ready for adaptation
- Sets up room for meetings with parents
- Maintains a record of parents seen
- Meets with individual parents
- Provides appropriate materials for parents (from their critical incident folder)
- Liaises with agencies in the community for support and onward referral

### **Media liaison Katriona Cosgrove**

#### **Role**

- In advance of an incident, will consider issues that may arise and how they might be responded to (e.g. students being interviewed, photographers on the premises, etc)
- In the event of an incident, will liaise where necessary with the SEC; relevant teacher unions etc.
- Will draw up a press statement, give media briefings and interviews (as agreed by school management)

### **Administrator Paula Harrison**

#### **Role**

- Maintenance of up to date telephone numbers of
  - Parents or guardians
  - Teachers
  - Emergency services
- Takes telephone calls and notes those that need to be responded to
- Ensures that templates are on the schools system in advance and ready for adaptation
- Prepares and sends out letters, emails and texts
- Photocopies materials needed
- Maintains records

### **Record keeping Paula Harrison**

In the event of an incident each member of the team will keep records of phone calls made and received, letters sent and received, meetings held, persons met, interventions used, material used etc.

*Paula* will have a key role in receiving and logging telephone calls, sending letters, photocopying materials, etc.

### **Confidentiality and good name considerations**

Management and staff of St. Nicholas' Monastery N.S. have a responsibility to protect the privacy and good name of people involved in any incident and will be sensitive to the consequences of public statements. Members of school staff will bear this in mind, and seek to ensure that students do so also, e.g. the term 'suicide' will not be used unless there is solid information that death was due to suicide, *and* that the family involved consents to its use. The phrases 'tragic death' or 'sudden death' may be used instead. Similarly, the word 'murder' should not be used until it is legally established that a murder was committed. The term 'violent death' may be used instead.

### Critical Incident Rooms

In the event of a critical incident, the following rooms are designated for the indicated purposes

Room Name:	Designated Purpose:
<i>S.E.T. room opposite Staff room</i>	Main room for meeting staff
<i>Individual Classrooms/ Hall</i>	Meetings with students
<i>School hall ? H.S.C.L. Office</i>	Meetings with parents
<i>School office</i>	Meetings with media
<i>S.E.T. classrooms</i>	Individual sessions with students
<i>Principal's Office</i>	Meetings with other visitors

#### Consultation and communication regarding the plan

All staff were consulted and their views canvassed in the preparation of this policy and plan. Students and parent/guardian representatives were also consulted and asked for their comments.

Our school's final policy and plan in relation to responding to critical incidents has been presented to all staff. Each member of the critical incident team has a personal copy of the plan.

All new and temporary staff will be informed of the details of the plan by Katriona Cosgrove. The plan will be updated annually

### Critical Incident Management Team

Role	Name	Phone
<b>Team leader:</b>	<i>Katriona Cosgrove</i>	0877460242
<b>Garda liaison</b>	<i>Katriona Cosgrove</i>	0877460242
<b>Staff liaison</b>	<i>Yvonne Gallagher</i>	0879022446
<b>Student liaison</b>	<i>Bridie Carolan</i>	0874173280
<b>Parent liaison</b>	<i>John McKeivitt</i>	0860701481 00447793458961
<b>Media liaison</b>	<i>Katriona Cosgrove</i>	0877460242
<b>Administrator</b>	<i>Paula Harrison</i>	0879434690

## Short term actions – Day 1

<b>Task</b>	<b>Name</b>
Gather accurate information	Katriona Cosgrove Yvonne Gallagher
Who, what, when, where?	Katriona Cosgrove
Convene a CIMT meeting – specify time and place clearly	Katriona Cosgrove John McKeivitt
Contact external agencies	
Arrange supervision for students	
Hold staff meeting	All staff
Agree schedule for the day	
Inform students – (close friends and students with learning difficulties may need to be told separately)	
Compile a list of vulnerable students	
Prepare and agree media statement and deal with media	Katriona Cosgrove Dept. of Education
Inform parents	C.I.M.T.
Hold end of day staff briefing	Yvonne Gallagher

## Medium term actions - (Day 2 and following days)

Task	Name
Convene a CIMT meeting to review the events of day 1	Team leader
Meet external agencies	
Meet whole staff	
Arrange support for students, staff, parents	
Visit the injured	
Liaise with bereaved family regarding funeral arrangements	
Agree on attendance and participation at funeral service	
Make decisions about school closure	BOM


## Follow-up – beyond 72 hours

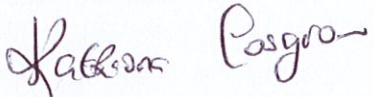
Task	Name
Monitor students for signs of continuing distress	Class teachers
Liaise with agencies regarding referrals	
Plan for return of bereaved student(s)	
Plan for giving of 'memory box' to bereaved family	
Decide on memorials and anniversaries	BOM/Staff, parents and students
Review response to incident and amend plan	Staff/BOM

# EMERGENCY CONTACT LIST

AGENCY	CONTACT NUMBERS
Garda	0429335577
Hospital	0419837601
Fire Brigade	999
Local GPs	As per aladdin
HSE	Tusla 0429392200
Community Care Team	0429392200
Child and Family Centre	0429392200
Child and Family Mental Health Service (CAMHS)	0429358330
School Inspector	Sinead Patton
NEPS Psychologist	Hilary Power
DES	0906483600
INTO/ASTI/TUI	018047700
Clergy	Fr Callum 0429334648
Employee Assistance Service	1800 411 057

This Critical Incident Policy was adopted by the Board of Management on 23<sup>rd</sup> February 2026.

Signed:   
Chairperson Board of Management  
23/02/26

Signed:   
Principal  
23.02.2026