

## ACTIVE SHOOTER POLICY

### **Marauding Terrorist Attack (Active Shooter) Policy covering threats from fire arms and weapons attacks. Stay safe: run, hide and tell. Call 999/112**

This policy sets out action to take, and general guidance, to aid planning in the event of an extreme threat i.e a marauding terrorist firearms attack (also referred to as active shooter). This policy remains under constant review to reflect the current security environment. Terrorist attacks across the world have highlighted the significance of considering and planning for this type of incidents.

Note: The threat to Uganda from international terrorism remains unchanged at severe - an attack is likely. DADI have not received any intelligence or information indicating that Uganda or any of our properties are at direct threat. We are using this policy as part of responsible risk management.

A marauding terrorist attack could be multi sited, fast moving and very dynamic. It is important to develop a plan (use the principles in this policy and keep planning simple).

- Understand the plan
- Train the plan
- Have confidence that you and building users can apply the plan
- Manage expectations, there is likely to be mass casualties, severe shock and difficulty in comprehending the developing situation.

If you become aware of an attack (even if it is not in your region of operation) communicate this information across your managers and escalate to senior managers, don't assume others know. It is important everyone is aware when an event of this significance occurs.

***An 'extreme threat' scenario is one by which an individual or group poses a threat to life using fire arms or explosives working as an individual or as a group.***

The 'STAY SAFE' principles provide simple actions to consider at an incident and the information that armed officers may need in the event of a weapons or fire arms attack.

Quickly determine the most reasonable way to protect your own life. Remember that clients, visitors and other staff are likely to follow the lead of managers during a marauding terrorist attack (active shooter situation). THEN:

### **RUN**

- Escape if you can
- Consider the safest options
- Is there a safe route? RUN if not HIDE
- Can you get there without exposing yourself to greater danger?
- Insist others leave with you
- Leave belonging behind
- Do not congregate at evacuation points

## **HIDE**

- If you can't RUN, HIDE
- Find cover from gun fire (see examples of good cover below)
- If you can see the attacker, they may be able to see you
- Cover from view does not mean you are safe, bullets go through glass, bricks, wood and metal
- Find cover from gunfire e.g substantial brickwork, heavy reinforced walls.
- Be aware of your exists
- Try not to get trapped
- Be quiet, silence your phone
- Lock/ or barricade yourself in
- Move away from the door

## **TELL**

Call 999/112 - What do the police need to know?

- Location - where are the suspects?
- Direction - where did you last see the suspects
- Descriptions - describe the attacker, numbers features, clothing, weapons e.t.c
- Further information - Casualties, type of injury, building information, entrances, exists, hostages e.t.c
- Stop other people from entering the building, if it is safe to do so

## **ARMED POLICE RESPONSE**

- Follow officers instructions
- Remain calm
- Can you move to a safer area?
- Avoid sudden movements that may be considered a threat
- Keep you hands in view

## **OFFICERS MAY**

- Point guns at you
- Treat you firmly
- Question you
- Be unable to distinguish you from the attackers
- Officers will evacuate you when it is safe to do so.

## **YOU MUST STAY SAFE**

- What are your plans if there were an incident
- What are the local plans e.g. personal emergency evacuation plan

## **EXAMPLES OF COVER FROM GUNFIRE**

<b>COVER FROM GUNFIRE</b>	<b>COVER FROM VIEW</b>
<b>Substantial brickwork or concrete</b>	<b>Internal partition walls</b>
<b>Solid steel columns, secure file rooms without windows</b>	<b>Wooden doors</b>
<b>Move floors</b>	<b>Desks</b>
<b>Move to core shelter area</b>	<b>Curtains</b>

## **HAVING READ THIS POLICY, MANAGERS SHOULD**

- Review your building response plan against this policy to consider your response now if the Uganda threat rises
- Circulate to staff and occupiers
- Occupier and client meetings - place this guidance as an agenda item
- Check your contacts list is up to date
- Test and exercise with partners (around the table) to check your preparation for terrorism and wider business continuity. This can take the form of a discussion or exercise

All staff are reminded to maintain vigilance and if anything suspicious is seen, contact the police 999/112, and if inside a building notify your security team.

Shiela Nakiranda, Director  
Date Signed: January 2023