

BOSSS (UK) LIMITED Emergency Plan

- This is the Emergency Plan of BOSSS (UK) Limited. In this document, "we", "our", or "us" refer to BOSSS (UK) Limited.
- The aim of this emergency plan is to help BOSSS (UK) LIMITED staff respond effectively to an emergency. This plan is intended to cover a range of potential incidents that could occur, including:
 - o serious injury to a student or member of staff (eg transport accident)
 - significant damage to property (eg fire)
 - o criminal activity (eg omb threat)
 - o severe weather (eg flooding)
 - o public health incidents (eg flu pandemic)
 - o the effects of a disaster in the local community



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SECTION 1 - CONTACT DETAILS

1.1 Guardianship information

Guardianship details	
Name	BOSSSGuardians (BOSSS (UK) Limited)
Registered address	42A Packhorse Road, Gerrards Cross, England, SL9 8EB, UK.
Registered Company Number	4487010
Office telephone number	+44 (0)1202 980804
Office email address	Bosss.guardian@outlook.com

Useful websites	
Guardianship website	www.bosssuk.co.uk
National Health Service	www.nhs.uk/111
Department for Education	www.gov.uk/dfe
Foreign & Commonwealth Office	www.gov.uk/fco
Environment Agency	www.gov.uk/ea
Met Office	www.metoffice.gov.uk
Health and Safety Executive	www.hse.gov.uk
Teacher Support Network	www.teachersupport.info



1.2 Contact details - Guardianship staff and DSL

* Leave this field blank for use during an emergency; you may need to record alternative contact details.

Name	Job title	Contact number	Contact email	Notes (e.g. first aid trained)
Tina Tao Wong	Head of Student coordination and DSL	+44 (0) 7776 206352	info@bosssguardians.com	
Candy Lam	Deputy DSL	+44 (0)7922 152628	info@bosssguardians.com	
Betty Woon Hong Ong	Managing Director	+44 (0) 7710 946398	info@bosssguardians.com	

1.3 Contact details - other organisations

^{*} Leave this field blank for use during an emergency; you may need to record alternative contact details.

Organisation	Contact details	Notes
Police	Tel: 999 (24 hour) Tel: 101 (24 hour, non-emergency number)	
Fire & rescue service	Tel: 999 (24 hour)	
Ambulance service	Tel: 999 (24 hour)	
National Health Service	Tel: 111 (24 hour)	



Department for Education	Tel: 0370 000 2288 (office hours, general enquiries)	
Foreign & Commonwealth Office	Tel: 0207 008 1500 (24 hour, consular assistance)	If abroad, please dial: +44207 008 1500
Environment Agency	Tel: 0845 988 1188 (24 hour, floodline)	
Met Office	Tel: 0370 900 0100 (24 hour, weather desk)	
Health and Safety Executive	Tel: 0845 300 9923 (office hours, incident contact centre) Tel: 0151 922 9235 (24 hour, duty officer) Tel: 0151 922 1221 (24 hour, duty press officer)	
Teacher Support Network	England: 08000 562 561 (24 hour) Wales: 08000 855 088 (24 hour) Scotland: 0800 564 2270 (24 hour)	The Teacher Support Network can provide practical and emotional support to staff in the education sector and their families.



1.4 Contact details - for completion during an emergency

This table should be left blank so it can be used to record additional contact details during an emergency.

Name	Contact details	Notes



SECTION 2 - ACTIVATION

2.1 Notification of incident

Information about an incident may come from a number of sources (e.g. member of staff, school, homestay, student, parent / carer, member of the public, the emergency services, the local authority). Whoever receives the alert should ask for, and record, as much information as possible.

- + Maintain a written record of your actions using this form and a log book. You may wish to record any new contact details in section 1.
- + Offer reassurance and support. Be aware that all those involved in the incident (both directly and indirectly) may be suffering from shock or may panic.
- + Find out what has happened. Obtain as clear a picture as you can.
- + Discuss with the informant what action needs to be taken and by whom.

Name of informant:	Date and time of call:
Contact details of informant:	Date and time of incident:
Exact location of incident:	
Details of incident:	
Where is the informant now and where are they going?	



Peop	People affected (including names, injuries, where they are, where they are being taken to):		
What	arrangements are in place for people not directly	y involve	ed in the incident?
What	advice have the emergency services given?		
	has been informed? Guardianship organisation BOSSS (UK) Homestay Student Parent School staff Extended services Insurance company anyone else need to be informed?	000000	Police Fire & Rescue Service Ambulance Service Local authority Health and Safety Executive Foreign & Commonwealth Office Media



+ If the incident happened on an educational vis already have these details but it could be used	
Name of educational visit leader:	Number of students on educational visit:
Nature of educational visit:	Number of staff on educational visit:
Location of educational visit:	
If the incident happened abroad, do the Foreign & Co	ommonwealth Office need to be notified?

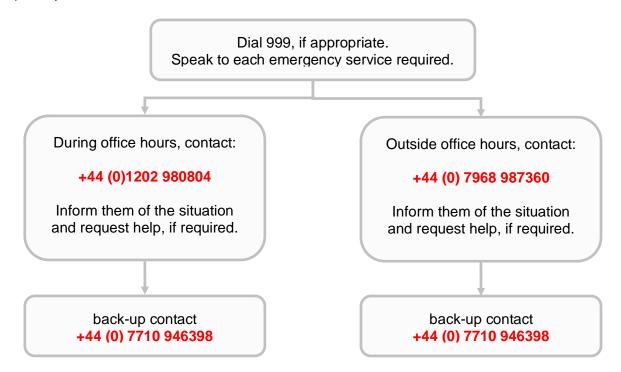


2.2 Initial action

Immediately inform the nominated emergency contact. If they are not able to respond (they may be involved in the incident) the senior person present should follow the instructions below.

- + Assess the situation and establish a basic overview of the incident.
- + Take immediate action to safeguard students, staff and homestays.
- + Attend to any casualties and administer first aid, if appropriate.
- + If appropriate, dial 999 for the emergency services and provide them with an overview of the situation. If in doubt, dial 999.

The emergency services notify each other of incidents but consider speaking directly to each organisation required. This will ensure that each service has the information they need to respond appropriately.



These contact details should only be used in an emergency. Do not give them to the media, students, or members of the public.

- + Fetch any equipment that may prove useful (e.g. first aid kit, grab bag).
- + Log all communications and actions.
- + Refer to the list of emergency contact numbers for additional support if required.
- + Where possible, try to maintain normal routines.



3.1 Roles and responsibilities - co-ordination

the incident has occurred on an educational visit: Liaise with the educational visit leader on a regular basis Consider sending extra staff to support the educational visit leader Discuss with the educational visit leader the arrangements for notifying parents / homestay / BOSSS (UK) LIMITED representative	
Liaise with the educational visit leader on a regular basis Consider sending extra staff to support the educational visit leader Discuss with the educational visit leader the arrangements for notifying parents / homestay / BOSSS (UK) LIMITED	
Consider how parents / homestay / BOSSS (UK) LIMITED representative and students will be reunited.	
form all other staff of the incident. Ensure staff are briefed (and given sks) on a regular basis.	
ake action to protect property.	
ork closely with other organisations (e.g. emergency services, local athority) as required. Provide accurate and factual information to ose arriving on-scene.	
scertain the whereabouts of all students, staff, homestays. Ensure e emergency services are aware of anyone who is unaccounted for.	
form parents, homestays, staff and students as appropriate.	
ecide the most appropriate method of contacting relatives of students	
ес	



Ref'	Co-ordination - ongoing response	Tick / sign / time
C10	Act as the main contact for co-ordination of the response. Continue to liaise with the emergency services and other organisations.	
C11	If the response is likely to last for a significant amount of time, consider staff rotation / shift patterns.	
C12	Ensure that regular briefings are given to: Guardianship organisation staff Students Parents Homestays Schools Extended services	
C13	Work closely with the 'media management' role to provide regular briefings to the media. Seek support from other organisations if necessary.	
C14	Check that everyone who should have been notified of the incident has been informed.	
C15	In the event of a serious injury or fatality, report the incident to the Health and Safety Executive (HSE) as soon as possible.	
C16	Seek advice on legal and insurance issues, if appropriate.	
C17	If the incident is a crime scene (or subject to a fire investigation) seek advice from the Police and / or Fire & Rescue Service.	

Ref'	Co-ordination - recovery	Tick / sign / time
C18	Act as the main contact for the recovery process.	
C19	Ensure that post incident support is available to all who may require it (please refer to appendix 1 for more information).	
C20	Work closely with the 'resources' role in organising remedial work to property and liaise with insurance companies, salvage specialists and loss adjusters as appropriate.	
C21	Complete any necessary forms / paperwork.	
C22	Initiate a review of the Guardianship emergency plan.	



3.2 Roles and responsibilities - log-keeping

Please refer to appendix 7 for more information on log-keeping.

Ref'	Log-keeping - initial response	Tick / sign / time
LK1	Ensure that each member of staff keeps an incident log.	

Ref'	Log-keeping - ongoing response	Tick / sign / time
LK2	Keep accurate records of anyone admitted to hospital or treated by the emergency services.	
LK3	Record details of any expenditure incurred by BOSSS (UK) LIMITED.	

Ref'	Log-keeping - recovery	Tick / sign / time
LK4	Collate all incident logs, making copies if necessary.	
LK5	Ensure records related to the incident are archived securely but make these available to authorised staff for future reference (e.g. in the event of a debrief or enquiry).	



3.3 Roles and responsibilities - media management

Ref'	Media management - initial response	Tick / sign / time
M1	Seek support from other organisations (e.g. emergency services, school, local authority) in responding to media requests.	
M2	Ensure media access to the site, staff and students is controlled. Do not let the media onto the site or give them access to students unless there is a specific reason for doing so and permission / consents are in place. Ask for support from the Police if necessary.	
M3	Designate a specific area for the media, so they do not prevent or intimidate people entering and leaving the site.	
M4	Develop a brief media statement (designed to provide reassurance) on behalf of BOSSS (UK) Limited. Information given must be limited until the facts are clear and all parents / homestay / staff / schools have been notified.	
M5	Arrange for an appropriate member of staff to act as a spokesperson (preferably this person will have received media training). If a suitable spokesperson is unavailable the Police or local authority may be able to undertake this role.	
M6	Be prepared to be interviewed by the media.	

Ref'	Media management - ongoing response	Tick / sign / time
M7	Devise an ongoing strategy for responding to media requests. Work closely with the media to establish what information they require and when their deadlines are.	
M9	Provide regular statements to the media. Ensure each message conveys an accurate, consistent and reassuring message. All press releases should be checked and agreed by the emergency services (and other organisations as appropriate).	
M10	Advise staff on where to direct media enquiries. Ask staff, students and parents / homestays / schools to avoid speculation when talking to the media.	
M11	Try to prevent the spread of misinformation (especially through the use of mobile phones).	

Ref'	Media management - recovery	Tick / sign / time
M12	Keep the media informed of developments in the recovery process. Present a positive and reassuring image to the public.	
M13	Be aware of media interest in memorials or anniversaries of the event.	



3.4 Roles and responsibilities - resources

Ref'	Resources - initial response	Tick / sign / time
R1	Take action to protect property. Consider turning off utility supplies.	
R2	Ensure the emergency services can access. Consider sending a member of staff to prevent people restricting access by parking in unsuitable places.	
R3	Advise the emergency services of any property related issues / hazards (e.g. asbestos, chemical stores). Consider providing personnel with a site map.	
R4	 Work with other staff and the emergency services to control access: Advise staff etc that they might have to prove their identity before the emergency services will grant them access Provide authorised visitors with identification badges and ensure they sign-in and sign-out Ensure that media access to the site is controlled 	

Ref'	Resources - ongoing response	Tick / sign / time
R5	Liaise with utility suppliers as required.	
R6	Establish safe and secure areas to assist the response e.g. Briefing area for parents / homestay / schools / staff Media briefing room	
R7	Work closely with staff and other organisations to provide access to facilities and resources as required. This may involve opening or closing parts of the school.	
R8	Ensure the site is secure (e.g. provide temporary fencing around damaged areas, arrange for broken windows to be boarded).	
R9	Work with the 'business continuity' role to arrange temporary accommodation, if required.	

Ref'	Resources - recovery	Tick / sign / time
R10	Work closely with the 'co-ordination' role in organising remedial work to property and liaise with insurance companies, salvage specialists and loss adjusters as appropriate.	
R11	Arrange a site visit with relevant personnel (e.g. emergency services, utility suppliers, local authority) involved in the recovery phase.	



3.5 Roles and responsibilities - welfare

Ref'	Welfare - initial response	Tick / sign / time
W1	Establish arrangements to meet the welfare needs of students, staff, parents / homestays / schools and responders.	
W2	Identify students who may require additional support: Those with Special Educational Needs (SEN) Those with medical needs Those with Personal Emergency Evacuation Plans (PEEPs) Anyone who may be particularly vulnerable or badly affected (e.g. those who were involved in, or witnessed, the incident).	

Ref'	Welfare - ongoing response	Tick / sign / time
W3	Assess the welfare and emotional needs of all those involved. Continue to monitor and support those who may be particularly affected by the incident.	
W4	Make arrangements for reuniting students with their parents / Ensure that a member of staff is present to meet and greet them.	
W5	In groups as small as practicable, inform students about the incident. Consider the best way to convey bad news. In the event of a tragic incident, consider seeking support from educational psychologists about the best way to inform and support students.	
W6	Where possible, every child should to be spoken to, and asked if they are alright.	
W7	Take account of religious and cultural factors. Consider contacting religious leaders within the community for support.	
W8	Ensure that staff take regular rest periods.	

Ref'	Welfare - recovery	Tick / sign / time
W9	Please refer to appendix 1 for information on welfare arrangements and post incident support after the emergency response.	



APPENDIX 1 - POST INCIDENT SUPPORT

Ref'	Post incident support - assistance for students / parents / homestays / staff	Tick / sign / time
P1	Introduce a strategy to monitor students and staff who may be particularly affected by the incident. Ensure that staff are aware of this strategy.	
P2	Offer students and staff the opportunity for psychological support and counselling. Ensure staff and students know that support is available and arrange access to these services as necessary.	
P3	Consider which students need to be briefed, how, and by whom.	
P4	Provide opportunities for students to discuss their experiences (e.g. promoting discussion during class, arranging a special lesson). Do not discourage students from talking about their experiences.	
P5	Consider providing relevant books.	
P6	Arrange for a member of staff to visit those affected (at home or at hospital). Ask for consent from parents / homestays / staff representative before doing this.	
P7	Make arrangements to express sympathy to those who have been hurt. Consider encouraging students to send cards / messages to those affected.	
P8	Be sensitive about the demands practical issues might make on students (e.g. deadlines for coursework, imminent exams).	
P9	Send a letter to parents / homestays / staff with information on: The nature of the incident How their child was notified of the incident Arrangements for support organised by BOSSS (UK) LIMITED Who to contact if they would like additional support.	
P10	Maintain regular contact with parents / homestay / staff / students	
P11	Do not make public any sensitive / confidential information about individuals unless consent has been given by students and parents / homestays / staff.	
P12	Consider organising an event for parents / students / homestay / staff to discuss any issues or concerns they might have.	
P13	If students who were particularly affected by the incident leave school (e.g. transferring from primary to secondary education) consider, sensitively and confidentially, notifying the headteacher of the new school and new homestay.	



Ref'	Post incident support - general actions	Tick / sign / time
P14	Request support from educational professionals trained in psychological debriefing, critical incident stress debriefing, bereavement counselling and trauma management if appropriate.	
P15	Consider requesting support from other organisations e.g. Samaritans Cruse Bereavement Care.	
P16	Manage any distress that could be caused by ongoing Police enquiries, legal proceedings and media attention.	
P17	Cancel or rearrange any events which are inappropriate.	
P18	Plan appropriate support for staff to enable them to cope with any questions or discussions students might have about the incident.	
P19	Ensure that any new roles given to staff do not place too great a burden. Over time, staff may need to be relieved of any additional responsibilities given to them.	
P20	Ensure that new staff are aware of the incident, which students were involved and how they were affected.	
P21	Consider any actions which can be taken to support the local community if affected by the incident (e.g. fund raising).	

Ref'	Post incident support - returning after a period of absence	Tick / sign / time
P22	Negotiate with parents and students / homestays / staff a suitable date for returning to school after a period of absence.	
P23	Consider if any additional support could be provided which would make the return easier. E.g.: Initial part-time attendance Alternative methods of teaching A sanctuary that students could use if upset during the school day.	
P24	Brief students who may be able to help in the process of resettling (e.g. close friends).	
P25	Ensure that all staff are aware of the need for sensitivity. Put in place special arrangements for: Missed work Rescheduling projects Exams	



Ref'	Post incident support - funeral arrangements	Tick / sign / time
P26	Contact bereaved families to express sympathy on behalf of BOSSS (UK) LIMITED.	
P27	Take account of religious and cultural factors (e.g. some faiths wish to hold funerals within 24 hours of death). Consider contacting religious leaders within the community for support.	
P28	Consult parents / homestay / staff sensitively about funeral arrangements. Try to establish if representatives from the school will be invited to the service. It may be useful to consider: A senior member of staff attending the funeral on behalf of the guardianship organisation If staff and students can be allowed time off school to attend the funeral Providing transport to take students and staff to the funeral Providing students with information about what happens at funerals Arranging floral tributes and / or donations.	

Ref'	Post incident support - remembrance	Tick / sign / time
P29	Taking into account the wishes of the family, consider providing a suitable memorial where possible: Garden Seating area / bench Tree Book of condolence Fountain Sculpture Painting Photograph Prize (e.g. a sporting / academic trophy for older children).	
P30	Be aware of important dates which may need to be prepared for. E.g.: Birthdays Christmas Mother's day Father's day Anniversary of the event.	
P31	Discuss with school governors, staff, parents / homestay / and students how to mark anniversaries and other important dates e.g. Commemorative service Special assembly Concert Display Sports event	
P32	Be aware of renewed media interest near anniversaries of the event.	



APPENDIX 2 - SITE INFORMATION

Utility supplies	Location	Notes / instructions
Gas		
Water		
Electricity		
Heating		

Internal hazards	Location	Notes / instructions
Asbestos		
Chemical store(s)		

Pre-designated areas	Location	Notes / instructions
Media briefing area		



APPENDIX 3 - SCHOOL CLOSURE

Ref'	Generic actions - initial response	Tick / sign / time
SC3	Seek support from other organisations (e.g. the local authority) as appropriate.	
SC4	Ensure that everyone who needs to be aware of the closure is notified. It may be appropriate to inform: Students Parents / homestays Staff	
SC5	If the closure takes place during the school day, arrange transport for students as necessary.	
SC7	Make alternative arrangements for exams if necessary.	

If the school is likely to be closed for a significant period of time, consider the actions below.

Ref'	Generic actions - ongoing response	Tick / sign / time
SC8	Ensure students, parents / homestays, are regularly informed of developments.	
SC9	Consider how students with Special Educational Needs (SEN) or medical needs may be affected if the school remains closed for an extended period of time.	
SC11	If applicable, put in place arrangements for remote learning.	



APPENDIX 4 - COMMUNICATIONS

All relevant parties should be updated at regular intervals on the incident; even if no significant developments have occurred since the last time of contact.

Methods of communication	Notes / instructions	
Text messaging system	Communication to be made via telephone calls and/or Wechat.	

Preferred methods of communication are included below (although these may change depending on the exact nature of the incident).

Group	Preferred method of contact	Contact details are available from
Students	WeChat	DSL
Parents	WeChat	DSL
Homestays	WeChat	DSL
School	Email	DSL
Extended services		



APPENDIX 5 - BOMB THREATS

 If you receive a telephone call from someor record as much information as possible. 	ne who claims to have information about a bomb,				
Time of call:	Telephone number you were contacted on:				
Exact wording of the threat:					
+ Stay calm. Being cautious, and without pro	voking the caller, try to ask the questions below.				
Where is the bomb right now?	What will cause it to explode?				
When will it explode?	Did you place the bomb? If so, why?				
What does it look like?	What is your name?				
What kind of bomb is it?	What is your telephone number?				
What is your address?					
+ Try dialling 1471. You may get information on where the phone call was made from.					
Did dialling 1471 work?	Time the call ended:				



- + Contact the Police (999) and BOSSS (UK) LIMITED / nominee immediately.
- + Carry out further actions based on Police advice.

What (gender was the caller? Male Female					
Appro	Approximately how old was the caller?			Did the caller have an accent?		
Did the caller use a codeword?				Did the caller sound familiar?		
What s	sort of voice did the caller have Normal Loud Quiet Whispered Clear Disguised	?	Well spoke Poorly spok Deep High pitche Hoarse Nasal	ken		Impediment Stutter Lisp Slurred Other
At wha	at pace did the caller speak? Normal		Quick			Slow
What I	manner did the caller have? Normal Calm Excited Laughing		Upset Angry Rational Irrational			Irritated Muddled Other
Were there any distinguishable background noises?						
Notes						





APPENDIX 6 - SUSPICIOUS PACKAGES

Postal bombs or biological / chemical packages might display any of the following signs:

- Excessive wrapping
- Grease marks or oily stains on the envelope / wrapping
- An unusual odour including (but not restricted to) ammonia, almonds or marzipan
- Discolouration, crystals or powder-like residue on the envelope / wrapping
- Visible wiring / tin foil
- Heavy weight for the size of the package
- Uneven weight distribution
- Too many stamps for the weight of the package
- Poor hand writing, spelling or typing
- Delivery by hand from an unknown source
- Wrongly addressed or come from an unexpected / unusual source
- No return address or a postmark that does not match the return address.

The likelihood of a school or homestay receiving a postal bomb or biological / chemical package is low. However, if you do receive a suspicious package carry out the actions below.

Ref'	Initial response - upon receiving a suspicious package	Tick / sign / time
SP1	Remain calm.	
SP2	Put the letter / package down gently and walk away from it: Do not touch the package further Do not move it to another location Do not put the package into anything (including water) Do not put anything on top of it.	
SP3	Note its exact location.	
SP4	Evacuate the building, keeping people away from the room as far as possible. Ensure that any assembly points are located away from the danger of flying glass.	
SP5	Notify the Police (999) and the nominated emergency contact immediately.	
SP6	Do not use mobile phones, two-way radios or sound the alarm using the break glass call points.	

If anyone is exposed to a potentially hazardous substance carry out the actions below.

Ref'	Initial response - if exposed to a potentially hazardous substance	Tick / sign / time
SP7	Keep all persons exposed to the material separate from others, and available for medical examination. Ask them to remain calm and avoid touching their eyes, nose or any other part of their body.	
SP8	Ensure that ventilation / air circulation systems in the building have been turned off and that all doors (including internal fire doors) and windows	



	have been closed.	
SP9	Anyone experiencing symptoms of chemical exposure (e.g. streaming eyes, coughs and irritated skin) should seek medical attention urgently.	



APPENDIX 7 - LOG-KEEPING GUIDELINES

	Thursday, 19/05/2019
7.40pm	Received call from Jane Sutcliffe at the council. Report of a fire at
	school (although she's unsure which parts of the building are
	affected). Police and fire service are on-scene. Jane offered to send
	someone to the school to assist with the response - I gave her my
	mobile number and she'll let me know who will attend. I'll contact
	Philip Healy (caretaker) and we'll aim to arrive at school within half
	an hour.
7.50pm	Rang Philip. Number engaged.
7.55pm	Rang Philip. Told him about the situation and asked him to meet me
	at the school entrance as soon as possible. He'll be there for 8.15pm.
8.05pm	Received text message from Jane - someone from her team (Andrew
	Taylor) will meet us at the entrance in about 10 / 15 minutes. Mobile
	number for Andrew: 07802 388 07802 338 202.
8.20pm	Arrived at school, Philip and Andrew already there. Spoke to fire
	officer - one classroom ablaze, adjacent ones likely to be severely
	affected by smoke damage. Unsure of the cause but arson can't be
	ruled out at the moment. We'll have to close the school tomorrow.
	Also need to arrange a site visit in the morning (provisional time 8am).
8.40pm	Informed Anna Hughes (deputy headteacher) about the incident.
1	Asked her to notify parents / homestay / BOSSS (UK) LIMITED
1	representative that the school will be closed tomorrow. She'll arrange
	for other staff and governors to be told and put a notice on the school
	website. I'll contact the radio stations.

Notes should be recorded in chronological order.

If you make a mistake don't try to overwrite the original text - cross it out with a single line and start again.

> Only include times, dates or initials within the margins.

- + Notes should be clear, intelligible and accurate.
- Include factual information. +
- + Use plain and concise language.
- + Keeps records of any expenditure.+ Do not remove any pages.
- + Do not use correction fluid.

