



Adverse Weather Policy

Strive for Education

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Statement of intent

It is the aim of Strive for Education (Strive) to ensure the school remains open during adverse weather conditions, when practically possible, providing that this can be done in a safe manner.

The purpose of this policy is to:

- Make the appropriate procedures clear, in relation to operating the school during adverse weather conditions.
- Make clear the grounds for a school closure due to adverse weather conditions.
- Advise and inform staff and parents of the systems and procedures in place in the event of a school closure due to adverse weather conditions.

1. Legal framework

This policy has due regard to all relevant legislation and guidance including, but not limited to, the following:

- Health and Safety at Work etc. Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Education (School Premises) Regulations 1999
- Department of Health and Social Care, NHS England and UK Health Security Agency (2022) 'Looking after children and those in early years settings during heatwaves: for teachers and professionals'
- UK Health Security Agency and NHS England (2022) 'Heatwave Plan for England'

This policy operates in conjunction with the following school policies:

- First Aid Policy
- Health and Safety Policy
- Child Protection and Safeguarding Policy
- Supporting Pupils with Medical Conditions Policy
- Behaviour and Positive Relationships Policy

2. Roles and responsibilities

The Headteacher is responsible for:

- Deciding whether the school will close due to adverse weather.
- Informing parents and staff of any closure.
- Deciding whether pupils should be kept indoors during break times and reporting this decision to staff at the earliest opportunity.
- Ensuring the school is fully stocked with snow clearing equipment.
- Ensuring the school has an adequate supply of rock salt.
- Reviewing this policy on an annual basis.
- Ensuring classroom temperatures are maintained at an appropriate level.
- Ensuring that staff model good practice in terms of sun safety.
- Ensuring that staff understand the precautions for pupils in terms of sun safety.
- Ensuring staff have received appropriate training and guidance on the stipulations in this policy, and ensuring staff act in accordance with this policy.
- Completing a risk assessment that covers adverse weather and gritting.
- Ensuring gritting is carried out in line with the procedures outlined in this policy.
- Ensuring all equipment is maintained and stored properly

Staff members are responsible for:

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- Adhering to the requirements of this policy.
- Reporting any concerns relevant to this policy to the Headteacher.
- The safety of pupils, colleagues and themselves.
- Wearing appropriate footwear and clothing during periods of adverse weather.
- Liaising with one another before the end of the day to discuss an exit plan for pupils
- Modelling good practice in terms of sun safety.
- Encouraging pupils to stay appropriate hydrated.

Parents / Carers are responsible for:

- Only using the designated and cleared areas whilst on the school premises.
- Collecting their children when the school needs to close.
- Keeping all their contact information up-to-date.
- Ensuring they and their children wear the appropriate footwear and clothing for adverse weather.

Pupils are responsible for:

- Following the instructions and guidance of staff during adverse weather.
- Attending school prepared for adverse weather conditions.
- Following the Behaviour and Positive Relationships Policy at all times.

3. School closure

The decision to close the school will be made by the Headteacher. In the absence of the Headteacher, the Assistant Headteacher will assume the responsibility of the Headteacher in relation to the Adverse Weather Policy.

The school will be closed if one or more of the following conditions apply:

- Conditions on site are considered to be unsafe and are likely to present danger to users of the site
- Staff numbers are insufficient for the school to operate safely

In the event of school closure:

- The Headteacher will inform staff and parents via text message or telephone.
- The Headteacher or Operations Director will post an update on the school website and social media channels.
- The Headteacher will post 'closure' signs on the school's door.

In the event of the school having to close during the day, parents will be contacted via text message or telephone, using the numbers provided on the emergency contacts list, and asked to collect their child from the school as soon as possible.

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Staff who are likely to face particular difficulties in getting home may have to leave work early, taking into account their personal safety. This decision will be taken in collaboration with the Headteacher. Minimum cover arrangements in school will be provided by employees who do not have a particularly long or difficult journey home to ensure staffing ratios are maintained for the safety of pupils.

A closure of the school during the day and an early release of staff will only be considered in extreme circumstances.

4. Remaining open in adverse weather conditions

When deciding whether the school will remain open, risks will be assessed in line with the appropriate risk assessment.

If the school remains open when there has been snowfall or the site is icy, access to the site for pedestrians will be restricted to the pedestrian gates only and all pathways, wherever practical, will have been cleared and gritted before pupils arrive on the premises.

The Headteacher will place health and safety caution signs to warn users of the increased hazards on site, if there are any, and a notice will be erected to inform pedestrians entering the school grounds that they do so at their own risk.

All persons entering the school buildings are asked to ensure they wipe their feet thoroughly, in order to reduce slip hazards.

5. Procedures for gritting

Gritting will be prioritised to those areas which are most used by pupils and staff, this includes the main entrance of the school. The second phase of gritting will include areas that are likely to be used such as the rear of the property.

The Headteacher decides which areas of the school are prioritised for gritting and will ensure that the correct areas have been gritted and are safe for pupils and staff. Any areas that have not been cleared or gritted are clearly marked or cordoned off, so that pupils do not enter them.

The supply of rock salt is monitored – if supplies are low, the Headteacher is notified.

A record is made of the areas that have been gritted, along with the frequency of gritting. This record is maintained by the Operations Director.

6. Health and safety

The school has a duty of care to anyone accessing the site and surrounding grounds.

The school will be liable if it is found to have been negligent in its responsibilities and not taken all reasonable measures, given the circumstances, to ensure the health and safety of pupils, staff, visitors and parents entering the school site.

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The Headteacher is responsible for ensuring safety on the school site, in accordance with the school's Health and Safety Policy.

Staff, visitors and parents have the personal responsibility to express caution and take responsibility for their own health and safety whilst on the school grounds. Staff members must take responsibility for the health and safety of any pupils under their supervision.

If anyone believes that the site is unsafe after the appropriate risk assessment has been completed, it is advised that they do not enter the school grounds and inform either the Headteacher or Assistant Headteacher so the site can be reassessed.

A risk assessment of the site will be conducted by the Headteacher in order to assess any potential hazards due to the weather conditions at 7.00am.

Closing the school is a reasonable decision if pupils or staff are at risk of serious injury due to the weather conditions.

The school is committed to ensuring the welfare and wellbeing of pupils. To minimise the risk of ill health during adverse temperatures, the school will:

- Encourage staff and pupils to keep as much of their skin as possible covered up during the Summer months and wearing appropriate clothing during the Winter months.
- Encourage staff and pupils to use sunscreen of at least sun protection factor (SPF) 15 with UVA protection on any part of the body that they cannot cover up during the Summer months.
- Encourage staff and pupils to take their breaks in the shade, if possible, rather than staying out in the sun.
- Reschedule work/outdoor lessons according to the outdoor temperature.
- Ensure adequate water breaks and rest areas in the shade during hot temperatures.
- Encourage staff and pupils to carry an inhaler at all times if needed.
- Encourage staff and pupils to maintain good hand hygiene.
- Encourage staff and pupils to stay hydrated.

Relevant staff members will be made aware of how to recognise the signs that a pupil may be suffering from ill health due to adverse weather conditions.

Where a pupil is suffering from heat illness, the following steps will be taken immediately:

- Moving the pupil to as cool a room as possible and encouraging them to drink cold water
- Cooling the pupil as rapidly as possibly, using whatever methods possible, e.g. sponging or spraying the pupil with cool (25 to 30c) water, placing cold packs around the neck and armpits, wrapping the pupil in a cool, wet sheet, using a fan.
- Where the pupil does not respond to treatment within 30 minutes, an ambulance will be called.

- If the pupil loses consciousness or has a fit, they will be placed in the recovery position and an ambulance called immediately; treatment to cool the pupil will continue until the ambulance arrives.

7. Attendance

Where the school is officially closed, all absence is registered as authorised.

When a pupil cannot attend the school due to adverse weather conditions, the pupil will be marked in the register as having an authorised absence and will, therefore, not affect the school's attendance statistics.

If the Headteacher believes the pupil could have safely made it to school but did not attend, the pupil will be marked in the register as having an unauthorised absence.

Parents acting on the assumption that the school would be closed, without gaining confirmation, or failing to inform the school of the circumstances that prevent the child coming into school, risk their child's absence being registered as an unauthorised absence.

During periods of adverse weather conditions, staff members are expected to make all reasonable efforts to attend work and are encouraged to liaise with the Headteacher to discuss difficulties attending work due to adverse weather.

The school understands that, whilst staff members are expected to make all reasonable efforts to attend work, it is essential to minimise personal risk. It is therefore at the discretion of staff members as to whether they are able to attend work in adverse weather conditions.

In order to comply with health and safety regulations, different age groups may be brought together to be taught under the supervision of the available teachers and support staff:

- No maximum class size limits are set out.

The school will continue to strive to provide high-quality education in the given circumstances.

8. Exam disruption

If the school has to close, or if a child misses an exam due to adverse weather conditions, the school will make alternative arrangements with the relevant awarding body.

The school takes full responsibility for informing parents and pupils of any agreed changes concerning exams in adverse weather conditions. This includes:

- Using alternative venues.
- Exam results being generated by the awarding body, based on other assessments in the same subject.
- The opportunity for the pupil to sit any missed exam later in the year.

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9. Clothing

During the Summer months, when temperatures reach above 25 degrees Celsius (°C), everyone working at or attending the school will be encouraged to protect their face, neck and ears using a sun-safe hat with a wide brim.

During the Winter months, pupils are advised to attend school with suitable clothing and footwear. Appropriate clothing should be worn that is suited to the weather conditions, e.g. wearing waterproof clothing in the rain and wearing gloves in the snow.

10. Emergency plan

In the case of an emergency relating to adverse weather, the school will follow their planned emergency procedure, in accordance with the First Aid Policy.

The emergency plan will contain:

- Information on where to find parent contact details.
- Staff contact details for out-of-hours emergencies.
- Details of which staff members have agreed to perform certain tasks during an emergency.

All nominated staff will be trained to:

- Contact and liaise with emergency services.
- Provide first aid.
- Move pupils to a safe place.
- Calm and comfort children.
- Contact parents.
- Deal with any media interest.

Each member of staff will have access to copies the emergency plan electronically via the Staff Area of Microsoft 365 in case of out-of-hours emergencies.

All parents will be sent a letter informing them of their responsibilities, for instance, their duty to collect children.

11. Monitoring and review

The effectiveness of this policy will be monitored by the Headteacher, and any necessary amendments will be made during review.

This policy will be reviewed annually by the Headteacher.

The next review date for this policy is Sept 2024.