



EdStart- Specialist Education Ltd.

## Adverse Weather Conditions Policy

<b>Policy Reviewed</b>	September 2025
<b>Review date</b>	September 2026

## CONTENTS

<b>1.</b>	Introduction
<b>2.</b>	If the school is to close
<b>3.</b>	Weather deterioration during the day
<b>4.</b>	On site safety

## 1. INTRODUCTION

**It is the policy of the school to make every effort to remain open whenever possible.**

The decision to close the school either before or during the school day will be made by the Executive Headteachers. The school will only be closed if one or more of the following conditions apply:

1. Insufficient staff are able to come in to keep the school running safely
2. Conditions on site are dangerous or health and safety cannot be maintained
3. Conditions are considered to be or are anticipated to later become too hazardous for travel.

Staff are expected to attend for work at school, even if the school is closed to students, as long as it is safe for them to make their way there. Their work in school will be agreed by the senior management team. Where adverse weather conditions cause staff delays or difficulties in travelling to work, they should take all reasonable steps to make their way to school as soon as they possibly can, considering their personal safety. If staff are unable to get into work, they should telephone their Head of School, or HR Manager at the earliest possible opportunity to explain the situation and agree what to do. Staff should continue to monitor the weather conditions during the day to see if they can attend work later, for example the afternoon.

If staff are unable to travel to work, it is expected that they work from home (planning, preparation, recording and assessment systems are on-line in a secure area of the shared area; staff can also read and research articles to develop their practice).

## 2. IF THE SCHOOL CLOSES

1. The closure will be notified to all staff and the Administration will inform referring schools and agencies
2. Notification of the closure will be added to the school website and social media feeds as soon as possible
3. Staff will use the above channels for information and may also be notified directly by text from the Executive Headteachers. They are to make their way to school if they are able to travel safely

The school will make all practicable efforts to keep parents and carers informed as to the situation with the school during adverse weather conditions, as we appreciate that such conditions and the uncertainty places very considerable difficulties upon parents and carers. However, parents and carers are expected to check the website and their emails to make themselves aware of a closure possibility.

The school appreciates that during bad weather students may arrive later than normal; parents and carers should endeavour to contact the school to let them know they are on their way if likely to be delayed. The school recognises there will be isolated instances where

families are cut off, even where many students can get into school. In such instances parents should inform the school of the circumstances of this exceptional situation. Where the school is officially closed, all absence is counted as authorised absence.

### **3. WEATHER DETERIORATION DURING THE DAY**

In the event of the school having to close during the day due to unforeseen worsening weather or similar unforeseen circumstances, parents and carers will be contacted by phone either at home or work and asked to either collect their child or be informed that their child will be leaving school early to travel home. Such an early release will only be contemplated in extreme circumstances.

Staff who are likely to face 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 Executive Headteachers. 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 the students.

### **4. ONSITE SAFETY**

In the event of snow access pathways will be cleared and salted. Parents and carers, students, staff and visitors should be aware that pathways, even where cleared, may remain dangerous.

Where necessary, essential pathways will be maintained as clear as possible throughout the day. The car park will not necessarily be cleared of ice and snow and staff should be aware that due care must be always taken.

On school days where the school is closed to pupils, the pathway will still be maintained during snow and icy weather daily by the maintenance team, so as to keep the pathways clear and prevent build-up of ice and snow.

During adverse weather conditions, parts of the outdoor area may be restricted in use for the students. This will be risk assessed by the Head of School and/or the Executive Headteachers.

In the Executive Headteacher's absence the Head of School or Senior Leader on site will assume responsibility for making all decisions relating to the Adverse Weather Policy.