



Adverse Weather Policy

Ratified by Chair of Govs:

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Signed by

Date

Date:

Review Date:

Policy Statement:

At MIAG (Meeting Individual Aspirations & Goals), the safety and wellbeing of learners and staff is our top priority. This policy outlines our procedures for adverse weather conditions, including snow, ice, storms, flooding, heatwaves, and other extreme weather events. We aim to remain open wherever possible, while ensuring the safety and accessibility of our provision for all.

Aims:

- ✚ To ensure the health and safety of learners, staff, and visitors during adverse weather
 - ✚ To provide clear guidance on communication and decision-making
 - ✚ To minimise disruption to learning wherever possible
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Definition of Adverse Weather:

Adverse weather may include but is not limited to:

- ✚ Heavy snow or ice
 - ✚ Storms or strong winds
 - ✚ Flooding
 - ✚ Extreme heat or cold
 - ✚ Air quality alerts (e.g. due to pollution or wildfire smoke)
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Decision-Making Process:

In the event of adverse weather:

- ✚ The **Chief Operating Officer** in consultation with the **Senior Leadership Team** (or their nominee) will assess the situation early in the day
 - ✚ Consideration will be given to:
 - Site safety and accessibility
 - Staffing levels and travel safety
 - Transport arrangements
 - Impact on learners with health conditions or mobility issues
 - ✚ A decision to **remain open, partially open, or close** will be made by 7:30am
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Communication

- ✚ Parents/carers will be informed via:
 - **Text message and/or email**
 - **MIAG website or social media (if applicable)**
 - ✚ Transport providers will be informed immediately (where applicable)
 - ✚ Staff will be contacted via internal communication channels (e.g. staff WhatsApp or email)
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During the School Day:

If weather worsens after the start of the day:

- ✚ A dynamic risk assessment will be carried out
 - ✚ Early closure may be considered if travel becomes unsafe
 - ✚ Parents/carers will be contacted to collect learners or arrangements made for safe transport home
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Alternative Provision (Remote or Flexible Learning):

In the event of full closure:

- ✚ MIAG will provide learners with alternative learning activities, where appropriate and accessible
 - ✚ This may include wellbeing check-ins, remote tasks, or project-based learning that can be completed at home
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Staff Expectations:

- ✚ Staff are expected to attend work where safe to do so
 - ✚ Remote working may be agreed where travel is unsafe or disrupted and that this is appropriate to the staff role
 - ✚ Staff must notify the Head of Provision as early as possible if they are unable to attend due to adverse weather
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Health and Safety on Site:

- ✚ Gritting of paths and entrances will be carried out when frost or snow is expected
 - ✚ Outdoor activities, including Forest School, will be risk assessed and may be adapted, postponed or moved indoors
 - ✚ Learners will be encouraged to dress appropriately for the weather and bring coats, sun protection or water as needed
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Extreme Heat Procedure:

In very hot weather:

- ✚ Learners will be encouraged to stay hydrated and remain in shaded or cool areas
 - ✚ Physical activity will be limited during peak temperatures
 - ✚ Fans, blinds, and ventilation will be used to manage indoor temperatures
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Policy Review:

This policy will be reviewed **annually**, or following any significant weather event or changes in local/national guidance.