

9 Early Years Practice Policy

9.14 Adverse Weather

Alongside associated procedures in 9.1 to 9.17, this policy was adopted by You and Me on the 8th December 2025 by the Committee.

Policy Statement

During adverse weather conditions it is our intention to strive to provide uninterrupted provision of our high quality childcare and education service while upholding our duty to ensure the safety and welfare of the children, their families and staff.

Aim

We aim to achieve this by having clear procedures and definite criteria in place on which to make an informed decision when faced with possible closure.

Method

The decision to close Pre-school shall be made using the following criteria:

- Is the Pre-school building and site safe?
- If the Manager decides the Pre-school site can be made safer with salt being laid on the pathway and snow being moved then the Pre-school may open later than 9.00am. This will be communicated with parents as soon as is possible via email or the Pre-school's website/Facebook page.
- We may decide to shut if local schools have already made this decision.
- Is the temperature within the Pre-school reasonable? Health and Safety legislation (The workplace Health, Safety and Welfare Regulations 1992 states....'during working hours, the temperature in all workplaces inside buildings shall be reasonable'. The associated Approved Code of Practice says 'the temperature in workrooms should provide reasonable comfort without the need for special clothing'. The EYFS says, 'rooms should be maintained at a temperature which ensures the comfort of the children and staff, including non-mobile children'.
- Can reasonable steps be taken to achieve a temperature which is comfortable for both children and staff?
- Can the Manager staff the sessions adequately?

The final decision will be a joint one between the Pre-School Manager, Pre-School Business Manager and the Committee Chairperson. The decision shall be reviewed on a day to day basis.

Staffing

- In the event of adverse weather forecast the Manager will email all parents to communicate a closure and post details on our webpage/Facebook page.
- Parents will be informed of any closure at the earliest possible opportunity.
- Staff members need to make independent decisions on their ability to attend work in severe weather conditions. Their safety is paramount and they should not put themselves at risk.

Parents/Carers

- If you do not see on our Face Book page, or receive an email to inform you of closure then the Pre-school is open.
- Parents/carers need to make independent decisions on their ability to reach the Pre-school in adverse weather conditions. The safety of the children and their families is paramount and they should not put themselves at risk.
- If the decision is made to close the Pre-school, a refund of fees will be offered after closure of 3 consecutive days.
- If the Pre-school is open and children do not attend fees will still be charged.

This policy will also be applied when the Pre-school is faced with adverse conditions beyond our control such as burst pipes, broken heating etc