

# MIAG



## ADVERSE WEATHER POLICY

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### MIAG ORGANISATIONAL POLICY

Organisation-wide

*Supporting consistent, effective practice  
across the MIAG organisation.*



SUPPORTING  
INDIVIDUALS



CREATING  
OPPORTUNITIES



ENRICHING  
COMMUNITIES

## Policy Statement:

MIAG is committed to protecting the health, safety and welfare of learners, staff, visitors and contractors during periods of adverse weather. The organisation recognises that extreme heat, cold, snow, ice, flooding, storms, high winds and other severe weather can create risks to people, premises, transport, access and the safe delivery of education.

The purpose of this organisational policy is to provide a consistent MIAG approach while recognising that the risks presented by weather are location-specific. Each School/Provision must therefore maintain a local adverse weather risk assessment and arrangements that reflect its premises, access routes, staffing, learner profile and local conditions.

The policy supports the MIAG Framework for Excellence by providing clear organisational expectations, local accountability, evidence of risk management and a consistent approach to safeguarding, health and safety, continuity and communication.

## Purpose:

- ❖ To ensure weather-related risks are identified, assessed and controlled
- ❖ To protect learners and staff, including those who may be particularly vulnerable to heat, cold, travel disruption or changes to routine
- ❖ To provide clear arrangements for opening, operating at reduced capacity, changing the school day, or temporarily closing a School/Provision where necessary
- ❖ To ensure decisions are based on risk assessment and current information rather than a single temperature or weather threshold
- ❖ To ensure decisions to close a School/Provision are made by the Head Teacher/Provision Lead in consultation with the COO
- ❖ To ensure parents/carers, staff, commissioners and other relevant stakeholders receive timely and clear information.
- ❖ To ensure incidents, decisions and lessons learned are recorded and used to review local risk assessments.

## Scope:

This policy applies organisation-wide to all MIAG Schools/Provisions and to all learners, staff, volunteers, governors, proprietors, contractors and visitors. It applies to normal school/provision operation, educational visits, transport arrangements, outdoor learning and any temporary or emergency change to provision.

## Legislative and Guidance Framework:

This policy should be read alongside the following legislation, standards and guidance. The list is not exhaustive and will be reviewed when relevant requirements change.

- ❖ Health and Safety at Work etc. Act 1974
- ❖ Management of Health and Safety at Work Regulations 1999
- ❖ Workplace (Health, Safety and Welfare) Regulations 1992
- ❖ Regulatory Reform (Fire Safety) Order 2005, where applicable
- ❖ Equality Act 2010, including the duty to make reasonable adjustments where applicable
- ❖ Education (Independent School Standards) Regulations 2014, including Part 3 (welfare, health and safety) and Part 5 (premises and accommodation)

- ❖ DfE, Emergency planning and response for education, childcare and children's social care settings
- ❖ UKHSA, Adverse Weather and Health Plan 2026 to 2027
- ❖ UKHSA, guidance for schools and education settings on looking after children during hot weather
- ❖ HSE guidance on workplace temperature, heat stress and cold stress.
- ❖ Ofsted, Inspection information for non-association independent schools and the non-association independent school inspection toolkit in use from September 2026
- ❖ Keeping Children Safe in Education (current edition), where relevant to safeguarding, attendance, welfare and emergency arrangements

## **Roles and Responsibilities:**

### **Proprietor**

The Proprietor retains overall responsibility for ensuring that appropriate health, safety and welfare arrangements are in place and that the organisation complies with its statutory duties.

### **Chief Operating Officer (COO)**

- ❖ Provides organisational oversight and assurance
- ❖ Supports and challenges local leadership in relation to adverse weather risk
- ❖ Must be consulted by the Head Teacher/Provision Lead before a decision is made to close a School/Provision
- ❖ Provides support where weather creates significant operational, premises, staffing, transport or continuity risks
- ❖ Ensures significant incidents and lessons learned are considered through organisational quality assurance and compliance arrangements

### **Head Teacher/Provision Lead**

- ❖ Has responsibility for day-to-day implementation of this policy within the School/Provision
- ❖ Owns the local adverse weather risk assessment and ensures it is current, communicated and implemented
- ❖ Monitors weather warnings, local conditions, premises, access, staffing, transport and learner-specific risks
- ❖ Ensures appropriate reasonable adjustments and individual arrangements are considered
- ❖ Leads decisions about changes to the school/provision day and consults the COO before closure
- ❖ Ensures decisions and the rationale for them are recorded
- ❖ Ensures staff, learners and parents/carers receive clear and timely information
- ❖ Reviews the local risk assessment following an incident and at least annually

### **Staff**

- ❖ Follow local School/Provision arrangements and report weather-related hazards promptly
- ❖ Take reasonable steps to protect learners and colleagues from foreseeable risks

- ❖ Follow individual learner health, SEND and safeguarding arrangements where weather creates additional vulnerability
- ❖ Do not make unilateral decisions to close or significantly alter provision unless required as an immediate emergency response; escalate to the Head Teacher/Provision Lead

### **Parents/Carers**

Parents/carers are expected to follow School/Provision communications and provide relevant information about any weather-related needs that may affect their child's safe attendance. Where a learner has a health condition or additional vulnerability that may be affected by extreme weather, parents/carers should share relevant information with the School/Provision.

### **Local Provision Risk Assessment:**

Each School/Provision must maintain a local Adverse Weather Risk Assessment. This is the responsibility of the Head Teacher/Provision Lead.

- ❖ The assessment must consider the specific premises, surrounding area, access and egress, car parks, footpaths, outdoor areas, heating, ventilation, cooling, drainage, trees, roofs, utilities and other relevant hazards
- ❖ It must consider the learner cohort, including medical needs, SEND, mobility, sensory needs, communication needs, emotional regulation, medication and any other factors that may increase vulnerability.
- ❖ It must consider staffing levels, staff travel, transport arrangements, contractors and visitors
- ❖ It must identify triggers, controls, escalation arrangements, decision-makers and communication arrangements
- ❖ It must be reviewed annually and following any incident, near miss, significant weather event, material change to the premises or provision, or other event that indicates the assessment may no longer be adequate
- ❖ Evidence of review and actions arising must be retained within the School/Provision's health and safety records

### **Weather Monitoring and Escalation:**

The Head Teacher/Provision Lead should use reliable sources of current weather and health information, including Met Office warnings and UKHSA Heat-Health Alerts where relevant.

Local conditions must be considered alongside national or regional warnings.

- ❖ Monitor forecasts and warnings where severe weather is forecast
- ❖ Assess the likely impact on the School/Provision before the start of the day and throughout the day where conditions are changing
- ❖ Escalate significant concerns promptly to the COO
- ❖ Review arrangements where weather conditions change unexpectedly

### **Extreme Heat and Heat-Health:**

Extreme heat is a specific adverse weather risk and must be actively managed. There is no single legal maximum workplace temperature; the School/Provision must assess the risk and implement appropriate controls. HSE guidance identifies heat as a workplace hazard requiring risk assessment and suitable controls.

UKHSA guidance recognises that children can be particularly vulnerable to hot weather. Heat-Health Alerts should inform the level of response, with greater action required as alert levels increase.

- ❖ Increase access to drinking water and encourage regular hydration
- ❖ Use cooler areas and shaded spaces where available
- ❖ Increase ventilation and use appropriate cooling measures
- ❖ Reduce or reschedule vigorous physical activity and activities that create additional heat exposure
- ❖ Consider changes to classroom location, timetable and outdoor activities
- ❖ Consider appropriate adjustments to clothing/uniform
- ❖ Pay particular attention to learners and staff with health conditions, medication or other factors increasing vulnerability
- ❖ Ensure staff know the signs of heat-related illness and the escalation arrangements.
- ❖ Record significant decisions and actions taken

### **Cold Weather, Snow and Ice:**

- ❖ Assess whether paths, entrances, car parks and other access routes can be used safely
- ❖ Arrange gritting, salting or other reasonable controls where appropriate and practicable
- ❖ Consider the impact of cold temperatures on classrooms, welfare areas and staff working conditions
- ❖ Ensure heating systems are functioning and respond promptly to heating failures
- ❖ Consider additional needs of learners who are particularly vulnerable to cold
- ❖ Review outdoor learning, transport and off-site activities where conditions create additional risk
- ❖ Do not rely solely on whether the School/Provision is technically accessible; consider whether learners and staff can reach it safely

HSE guidance indicates that indoor workplace temperatures should normally be at least 16°C, or 13°C where much of the work involves rigorous physical effort, subject to the circumstances and appropriate risk assessment.

### **Storms, High Winds and Lightning:**

- ❖ Monitor relevant weather warnings and local conditions
- ❖ Assess risks from falling branches, debris, unsecured items, damaged structures, power failure and unsafe outdoor areas
- ❖ Restrict access to areas presenting an immediate risk
- ❖ Suspend outdoor activities where conditions are unsafe
- ❖ Consider transport and staff travel risks
- ❖ If the School/Provision becomes unsafe, inaccessible or unable to operate safely, escalate immediately to the Head Teacher/Provision Lead and COO

### **Flooding and Water-Related Events:**

- ❖ Assess local flood risk and any impact on access, utilities, drainage and the premises
- ❖ Do not permit learners or staff to enter areas presenting a risk from flood water

- ❖ Follow local emergency arrangements if water enters the site or essential services are affected
- ❖ Consider safe collection arrangements and clear communication with parents/carers
- ❖ Record any damage, disruption, decisions and follow-up actions

## **Opening, Altering or Closing a School/Provision:**

The normal expectation is that a School/Provision will remain open and provide education wherever it is safe and reasonably practicable to do so. DfE emergency planning guidance states that settings should keep open during severe weather where safe, but temporary closure may be necessary where there is inaccessibility or risk of injury.

The Head Teacher/Provision Lead is responsible for assessing local circumstances and making the operational recommendation. **\*\*Any decision to close the School/Provision must be made in consultation with the COO.\*\***

Options should be considered in the following order where safe and appropriate:

- ❖ Remain open with normal arrangements
- ❖ Remain open with proportionate adjustments to activities, timetable, rooms, transport or working arrangements
- ❖ Operate at a reduced or modified level where this can be done safely and is operationally appropriate
- ❖ Temporarily close where safe operation cannot reasonably be maintained

Where a temporary closure is required, the Head Teacher/Provision Lead and COO will agree the communication arrangements and, where reasonably possible, arrangements for continuity of education. DfE guidance recommends considering remote education during temporary emergency closure.

## **Communication:**

- ❖ Parents/carers should be informed as early as reasonably possible of significant changes to the school/provision day
- ❖ Messages should be clear, concise and consistent and should state what parents/carers need to do
- ❖ Staff should be informed through the agreed internal communication route
- ❖ Where closure or significant disruption affects transport, commissioners, local authorities or other partners, relevant parties should be informed
- ❖ A record of significant communications should be retained

## **Safeguarding, Welfare and Learner-Specific Needs:**

Adverse weather arrangements must continue to safeguard and promote the welfare of learners. The local response must take account of individual healthcare plans, SEND needs, behaviour and regulation needs, medication, mobility, communication needs and any other identified vulnerabilities.

Where a change to routine or environment may present particular risks for a learner, the Head Teacher/Provision Lead must ensure that appropriate individual planning is considered. Staff

should use clear, predictable communication and maintain safeguarding arrangements during any altered provision or temporary closure.

## **Transport and Travel:**

- ❖ Transport arrangements must be reviewed where weather affects roads, public transport, school vehicles, drivers or safe access to the School/Provision
- ❖ The School/Provision must liaise with transport providers where appropriate
- ❖ Parents/carers must be given clear information where collection, drop-off or transport arrangements change
- ❖ Staff should not be expected to undertake travel where this would create an unreasonable or unmanaged health and safety risk; concerns should be escalated to the Head Teacher/Provision Lead

## **Premises and Business Continuity:**

The Head Teacher/Provision Lead, supported by the COO and relevant operational colleagues, must consider the effect of adverse weather on essential services including heating, electricity, water, communications, fire safety, security, access, catering and IT.

- ❖ Essential systems and emergency arrangements should be checked following significant weather events
- ❖ Damage or hazards must be reported and controlled promptly
- ❖ Where specialist contractors are required, appropriate escalation and records must be maintained
- ❖ Business continuity arrangements should be activated where disruption is likely to be prolonged

## **Incident and Near-Miss Reporting:**

Any significant weather-related incident, injury, near miss, premises failure or safeguarding concern must be reported through the MIAG incident reporting arrangements.

The Head Teacher/Provision Lead must ensure that the circumstances, actions taken and outcome are recorded. Where an incident identifies a weakness in local arrangements, the local Adverse Weather Risk Assessment must be reviewed and amended as necessary.

## **Training and Awareness:**

Staff must understand the local School/Provision arrangements and know how to report hazards and escalate concerns. Additional briefing or training should be provided where local risk assessments identify a specific need, for example in relation to heat stress, cold conditions, emergency evacuation, severe weather or site-specific hazards.

## **Monitoring, Assurance and Review:**

- ❖ The Head Teacher/Provision Lead reviews the local Adverse Weather Risk Assessment annually and following an incident or significant weather event
- ❖ The COO provides organisational oversight and may audit compliance through the MIAG quality assurance and compliance arrangements
- ❖ Evidence should demonstrate that identified risks have been acted upon, staff understand local arrangements and incidents have informed improvement

- ❖ This organisational policy will be reviewed annually or sooner where legislation, statutory guidance, Independent School Standards, Ofsted arrangements or organisational requirements change

## **Related Policies and Documents:**

- ❖ MIAG Health and Safety Policy
- ❖ MIAG Emergency Planning and Business Continuity arrangements
- ❖ MIAG Safeguarding and Child Protection Policy
- ❖ MIAG First Aid Policy
- ❖ MIAG Attendance Policy
- ❖ MIAG Educational Visits Policy
- ❖ MIAG Risk Assessment arrangements
- ❖ Local School/Provision Adverse Weather Risk Assessment
- ❖ Relevant Individual Healthcare Plans and learner-specific risk assessments

## **References and Guidance:**

- ❖ DfE: Independent school standards guidance, April 2026
- ❖ Ofsted: Independent school inspection toolkit, operating guide and information – inspections from September 2026
- ❖ DfE: Emergency planning and response for education, childcare and children's social care settings
- ❖ UKHSA: Adverse Weather and Health Plan 2026 to 2027
- ❖ HSE: Temperature in the workplace: What the law says

## Document Control:

|                                      |                                                 |
|--------------------------------------|-------------------------------------------------|
| <b>Document</b>                      | Adverse Weather Policy                          |
| <b>Policy Type</b>                   | MIAG Organisational Policy                      |
| <b>Application</b>                   | Organisation-wide                               |
| <b>Policy Owner</b>                  | Chief Operating Officer                         |
| <b>Responsible Lead</b>              | Head Teacher/Provision Lead                     |
| <b>Governor/Proprietor Oversight</b> | CEO / Proprietor / Governors                    |
| <b>Approved By</b>                   | CEO / Governors                                 |
| <b>Date Approved</b>                 | 29 <sup>th</sup> June 2026                      |
| <b>Effective From</b>                | 29 <sup>th</sup> June 2026                      |
| <b>Review Date</b>                   | Annual or following legislative/guidance change |
| <b>Version</b>                       | 1.0                                             |

## Version History:

| Version | Date                       | Summary of Change                                                                                                                              |
|---------|----------------------------|------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.0     | 29 <sup>th</sup> June 2026 | Initial organisational policy version; establishes organisation-wide adverse weather arrangements with local School/Provision risk assessment. |