



## Snow/Adverse Weather policy

The safety of our children, staff and the families who use our nursery is of the utmost importance to us. We will therefore endeavour to remain open where possible during bad weather conditions but this will heavily depend upon a number of circumstances.

- ✚ If the nursery remains open during bad weather conditions, we will aim to operate as normal for as long as possible. This will however depend upon; how many staff members are able to safely travel to work, the nursery building inside and outside is accessible and safe, and the temperature is suitable for the children when inside. We cannot and will not remain open unless the minimum correct adult : child ratio can be met. Therefore, if the nursery opens and only a certain number of staff members are able to work on this day, unfortunately the children that we are able to accept on that day will be based on a first come first serve basis – in this rare case we would put a statement on our social media page and try to contact parents to notify that we are unable to intake any more children for that day.
- ✚ If the nursery is open as normal and we have bad weather during the day, the Nursery Manager and Owner will have the final judgement on whether the nursery remains open for the day and for how long this might be. In their absence, the Deputy Managers will have the final judgement. The safety of everyone accessing the nursery is the most important thing, and if we feel parents need to start collecting their children in order to get home safely, phone calls will be made to all parents to inform them of our decision.
- ✚ Staff members will be sent home in order of distance or personal circumstances, but only as and when ratios are correct within the nursery.
- ✚ If we are open during bad weather days, if staff are unable to safely get to work, they have an option to:
  1. Use a holiday.
  2. Unpaid leave
- ✚ If we are predicted extremely bad weather/ snow we MAY make the decision to close the nursery the following day. In this RARE situation, we will endeavour to also publish this on our nursery face book page.

Snow can be very exciting for the children and we like to be able to make these times fun for the children and incorporate learning opportunities. Most of the time, we aim that the travel and the operation of the nursery can remain normal during bad weather days.

If the nursery is open parents will be charged as per normal or for how ever may hours the nursery is able to remain open.