

Olive AP Academy - Thurrock

Document control table	
Title	Academy closure in the event of severe weather conditions - guidelines
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Updates/revisions included:	NA
These are OA central guidelines to be adopted by all academies, but with local contacts and amendments included as relevant. Please return the localised version to OA central for filing and uploading on academy websites. Where reference is made to headteacher, this encompasses exec headteacher, head of school/academy.	

Introduction

The Olive Academies (OA) Board of Trustees recognises its duty in ensuring the smooth operation of the timetable in its academies at all times. It is recognised however, that on occasion the normal day-to-day running of the academies may be interrupted due to severe weather conditions.

In circumstances such as these, the following procedures have been put into place to ensure the health, safety and well-being of all in our academy community. These guidelines are provided by OA but include local guidance as relevant.

1. Pre-notification and information for staff and parents:

As the autumn term progresses and/or the National Weather Centre predict deteriorating weather conditions for our region, parents and staff are reminded of academy procedures in case of bad weather. These guidelines are also placed on the academy website.

2. Procedures in the event of the enforced closure of the academy due to severe weather conditions:

Before a decision is made whether the academy (or one of its sites, where there are more than one) should open or not (enforced closure), consideration should be given to

- the distance staff must travel
- road/traffic conditions and
- local conditions for staff who travel on foot.

In addition, consideration should also be given to

- the condition of the academy site and
- surrounding area for parents and pupils who may have to travel on foot.

Once all the above have been considered the following procedures should be put into place:

- a) The headteacher will consult with the MAT executive team, facilities manager or business manager as relevant, and deputy headteacher
- b) The headteacher will decide based on the outcome of the above consultation and LA guidance (outlined below) bearing in mind the following options:

- Closure for the full day
 - Closure at 12.00 noon and/or the arrangements for school dinners
 - Late opening eg 10am to allow time for staff to arrive
 - Opening at 1pm for the afternoon session
- c) The headteacher will instruct the office manager to:
- inform parents via the Parent Mail text system
 - contact taxi companies as relevant etc
 - contact supply staff recruitment agencies
 - contact the Communications Team Thurrock, who in turn communicate with local radio stations
- d) The headteacher will add the information to the academy website.
- e) The headteacher will inform SLT, facilities manager and office manager to contact line managed staff to inform staff and communicate headteacher's instructions regarding activities for staff and/or ask that time be spent preparing for future lessons/activities where appropriate. Given the accuracy of weather forecasting, it is not unreasonable to expect staff, including administrative staff and learning support staff, to plan for the possibility of not being able to attend should severe weather be predicted.
- f) The headteacher will inform the CEO and facilities manager of the final decision. The Academy Advisory Board (AAB) will also be informed of closures at their meeting.
- g) The headteacher will ensure that should the academy open the provision of staffing in place is in accordance with health and safety legislation, bearing in mind pupil / teacher ratios, job descriptions and correct procedures for staff covering other classes, playtime arrangements, heating and lunchtime provision.

GUIDANCE NOTES: Closure of OA academies in adverse weather conditions

1. The responsibility for academy closure rests with the headteacher in agreement with the CEO of OA. The aim should be to keep academies open if this is at all possible taking full account of the health and safety of staff and pupils.
2. All academy staff should make every reasonable effort to reach their academies in adverse weather conditions. Consideration will be given to the nature of journeys staff must undertake, road conditions, the physical fitness of the individual and the availability of public transport. Should it be considered that a member of staff has not made every reasonable effort to reach the academy, e.g. when roads are open and traffic problems minimal, absence may be counted as unpaid leave.
3. There will be members of staff of some academies who already have health problems and for whom the struggle through adverse weather could be positively harmful. It is reasonable for headteachers to ascertain which members of staff may be so affected and to consider authorising them to be absent for the duration of exceptionally severe weather conditions.
4. Headteachers should ensure that appropriate plans have been made to cover the possibility that they cannot reach their academies after making every reasonable effort. They should instruct, by telephone, the teachers who have managed to reach their academies to act on their behalf.
5. Headteachers and staff who have reached their academies should stay there if the physical conditions in the academies are satisfactory even if there are not many children in attendance.

Staff who are not required to teach should use their time in preparatory work/in service training/syllabus revision/administration etc – see section 2, d) above.

6. If the number of staff reaching any academy is adequate to cope with the number of pupils who have arrived, and if the academy is heated, then the MAT would expect the academy to remain open. Individual headteachers must decide if the number of staff present is adequate to allow appropriate supervision. These pupils (even if their numbers are small) should be provided with appropriate work and should be kept at the academy as long as the physical conditions are satisfactory and staff are available.

If it is impossible to provide school meals such pupils could be sent home at lunchtime providing appropriate arrangements have been made to ensure an adult is at home to receive them.

7. Headteachers are responsible for making the necessary arrangements following the decision to close including the informing of parents and other agencies as appropriate e.g. transport.
8. Headteachers should inform local radio stations ONLY if their academy is CLOSED.

Sample academy newsletter: bad weather procedures

Dear parents,

Academy procedures in the event of severe weather

As the weather is now changing there is always the possibility of bad weather. Could we please appeal to you to ensure your child comes to academy equipped with a coat and hat to accommodate the cold weather and winds that may affect our playground. I would like to take this opportunity to advise parents of the procedures we have in place.

a) Procedures for the start of the day

Every attempt will be made to open the academy as normal during adverse weather conditions, but as a number of staff have substantial distances to travel to academy this may not always be feasible. Where it is impossible to ensure the health and safety of the children a decision will be made by the headteacher to either close or delay the start of the school day. Wherever possible any such decision will be made by 8.45am and parents will be notified by the usual texting system. As it is not always viable to meet this deadline, I do ask that parents use their discretion and either keep their children at home or personally bring them to the academy and wait with them until a firm decision can be made.

b) Procedures for deteriorating weather throughout the day

Should the weather deteriorate as the day progresses and parents are concerned about the health & safety of their children, they should use their discretion and if appropriate, collect them from the academy.

The academy does not close, it remains open until the last child safely leaves the building.

We ask that parents do not telephone the academy to check this as the telephone lines may be needed in the event of an emergency.

Details of academy closure will also be added to the academy website and the local radio notified.

Should you need further clarification of any aspect of the above, please do not hesitate to speak to me at the academy. Meanwhile on behalf of OA, may I take this opportunity to thank you for supporting our policies and procedures, which ensure the health & safety of all in our academy community.

Yours sincerely,

Headteacher

Collette Hunnisett, Exec HT to make decision to close the academy
after consultation with Helena Boast, DoA
Collette Hunnisett – 07990 040562

Collette Hunnisett to contact SLT, Gavin Kros and Susie Tyler who in
turn contact their designated staff (as per line management structure)

Gavin Kros to advise
contractors, catering,
etc.

Susie Tyler to contact
recruitment consultants

Teaching Personnel
(Jess Cummins)
01245 690935

Choice Teachers
(Nick Mills)
01707 537410

Strategy Education
(Debra Doherty)
020 8620 0209

Hourglass Education
(Josh Travis)
020 3011 5294

Tempest Recruitment
(George Cox)
07508 282 722

Susie Tyler to
contact:

Communications
Team at Thurrock
01375 652017

Tracey Downes to contact Passenger
Transport and Tilbury Taxis

Passenger Transport – 01375 413883
Tilbury Taxis – 01375 855555

Pia Van Praagh to update
academy website and
twitter with information
regarding academy
closure

Susie Tyler/Pia Van Praagh
to send text to all
parents/carers advising to
check school website

St Giles Trust	07387 410976
Kent Counselling	07837 254296
Brook Services	07813 458227
School nurse	07738 741600
Gbenga (Wisegate)	07939 512501
Gareth Marsh	07804 894375
Wize Up	07920 807726
Open Door	01375 390040
Circles	07531 951616
Rally Sport	01268 728076
Time Youth Services	07534 656333
Essex Police	101 ext 364120
BIS	020 33 22 26 26
Nilesh Dosa (Maths 2020)	07813 697061
Grangewater	01708 855228
Danbury Outdoor Centre	01245 223342
Cyclopark	01474 831400
Brentwood Park Ski & Snowboard Centre	01277 211994