

Severe Weather Policy

Statement of intent

Procedure for Acorns, Staff and families regarding severe weather conditions, how we make decisions and how we communicate them. Giving clarity on staff pay on days of absence due to these unforeseen circumstances.

Although we acknowledge that it would not be feasible to apply a rigid ruling to cover all cases of absence from work as a result of severe weather conditions, the following procedures and guidelines should apply.

Staff Attendance

If Acorns opens and the weather conditions are dangerous it is down to the individual staff member to make the decision to travel (please see staff pay regarding days off due to weather conditions), as we cannot see the exact situation in your street/village. Cover may be arranged to allow for a slower journey in or slightly later start for staff members traveling distances in poor weather conditions.

Procedure

- Working alongside Oak Hill Primary School, Alderton, we (Acorns) will operate in accordance with their (Oak Hill Primary School) decision. Families will, in the case of a severe weather warning, be asked to check the Gloucestershire Schools closure list (a link will be sent ahead of any foreseen weather fronts). Once notice has been given on this site, a communication will be sent out to ensure no family travels unnecessary.
- The decision to close will be made in consultation with the head of school, play leader and current chair.

Guidance notes on Staff Pay

A member of staff, who does not reach work because of the severity of the weather conditions, must agree with the current chair (either on that day or later) on the pay arrangement to apply. The decision will follow consultation between chairman, treasurer and Pre-school leader and will be in direct relation to the current viability of such payments and is by no means guaranteed.

This may be one of:

- An additional discretionary day's leave, with no loss of pay or annual leave entitlement, or
- a day's annual leave, or
- work at home as "time in lieu".