

Safeguarding and Welfare Requirement: 3.3 Providers must take all necessary steps to keep children safe and well.

3.64 Providers must ensure that their premises, including overall floor space and outdoor spaces, are fit for purpose and suitable for the age of children cared for and the activities provided on the premises.

3.68 Providers must provide access to an outdoor play area. If that is not possible, they must ensure that outdoor activities are planned and taken on a daily basis (unless circumstances make this inappropriate, for example unsafe weather conditions).



Managing Extreme Weather Conditions Policy

Policy statement

It is the policy of Cotswold Bunnies to make every effort to remain open whenever possible.

The decision to close the nursery due to weather, either before or during the day will be made by the senior management team.

Procedures

Flood, Snow or other severe weather

The nursery will only be closed if one or more of the following conditions apply:

1. Insufficient staff are able to come in to keep the nursery running safely.
2. Conditions on site are dangerous or health and safety cannot be maintained
3. Conditions are considered to be or are anticipated to later become too hazardous for travel.

Staff are expected to attend work at the nursery, even if the nursery is closed to children, as long as it is safe for them to make their way there. Their work in the nursery will be agreed on by the senior management team. Work could include tasks such as planning, preparation, sorting and cleaning of equipment.

Where adverse weather conditions cause staff delays or difficulties in travelling to work, they should take all reasonable steps to make their way to nursery as soon as they possibly can, considering their personal safety. If staff are unable to get into work, they should telephone the nursery at the earliest possible opportunity to explain the situation and agree what to do. Staff should continue to monitor the weather conditions during the day to see if they can attend work later, for example in the afternoon.

If the nursery does close all parents will be sent an email informing them of the closure. If local schools are closed, then it is highly likely that Cotswold Bunnies will close also. The nursery appreciates that during bad weather children may arrive later than normal; parents should endeavor to contact the nursery to let them know they are on their way if likely to be delayed.

Heat wave

We are committed to ensuring that all children are fully protected from the dangers of too much sun and UV rays as severe sunburn in childhood can lead to the development of malignant melanoma (the most dangerous type of skin cancer) in later life.

Staff will make day-to-day decisions about the length of time spent outside depending on the strength of the sun and find the right balance to protect children from sunburn by following the NHS guidance and Sun Safe Nurseries (with which we are accredited). The benefits are discussed with parents and their wishes followed with regard to clothing, hats and sun cream. We follow guidance from the weather and UV level reports and use the following procedures to keep children safe and healthy in the sun, as well as our Sun Safe Policy:

- Children's safety and welfare in hot weather is the nursery's prime objective so staff will work closely with parents to ensure all appropriate cream and clothing is provided
- Staff will make day-to-day decisions about the length of time spent outside depending on the strength of the sun (UV levels); children will not be allowed in direct sunlight between 11.00am – 3.00pm on hot days from March to October, following NHS sun safety advice
- Shaded areas are provided to ensure children are able to go out in hot weather, cool down or escape the sun should they wish to or need to
- Children will always have sun cream applied before going outside in the hot weather and at frequent intervals during the day
- Children are encouraged to drink cooled water more frequently throughout sunny or warm days and this will be accessible both indoors and out
- Children are made aware of the need for sun hats, sun cream and the need to drink more fluids during their time in the sun
- Key persons also work with the parents of their key children to decide and agree on suitable precautions to protect children from burning, including those with more

sensitive skin types and those that may be more tolerant to the sunshine, e.g. Black and/or Asian colouring.

- The management team will make decisions on a day to day basis, that may involve changes to the daily routine and reduced time outside. We will inform all parents of any changes via email or text message.
- In the event that a child is struggling to cope with the heat, are unable to sleep, or we feel they are at risk of impact to their health, we will contact parents to arrange collection.
- The senior management team may deem it necessary to close the nursery, fully or partially, if they feel that they are unable to keep the nursery at a safe temperature.

Staff are made aware of the signs of Heat Stress, Heat Exhaustion and Heatstroke

Heat stress

All staff should look out for signs of heat stress and heat exhaustion.

People suffering from heat stress will show general signs of discomfort (including those listed below for heat exhaustion). These signs will worsen with physical activity or if left untreated and can lead to heat exhaustion or heat stroke.

Heat exhaustion

Signs of heat exhaustion include the following:

- irritability;
- fatigue;
- dizziness;
- headache;
- nausea;
- hot, red and dry skin.

Heatstroke

Sweating is an essential means of cooling and once this stops a child is at serious risk of developing heatstroke. Heatstroke can develop if heat exhaustion or heat stress is left untreated, but it can also occur suddenly and without warning.

The following steps to reduce body temperature should be taken at once:

- Move the person to as cool a room as possible;
- Sponge the person with cool (not cold) water and, if available, place cold packs around the neck and in the armpits.
- Place the person near a fan.

If someone shows signs of confusion, follow the steps above. If someone loses consciousness, place them in the recovery position and follow the steps above. In both cases, parents will be contacted as well as calling 999 for emergency medical assistance.

Weather deterioration during the day

In the event of the nursery having to close during the day due to unforeseen worsening weather or similar unforeseen circumstances, parents will be contacted by phone either at home or work and asked to collect their child. Such an early release will only be contemplated in extreme circumstances.

Staff who are likely to face difficulties in getting home may have to leave work early, taking into account their personal safety. This decision will be taken in collaboration with the senior management team. Minimum cover arrangements in the nursery will be provided by employees who do not have a particularly long or difficult journey home to ensure staffing ratios are maintained for the safety of the children.

On-site safety

In the event of snow, pathways will be cleared and salted. Parents, children, staff and visitors should be aware that pathways, even where cleared, may remain dangerous. In icy conditions staff at Cotswold Bunnies will clear and salt the following areas;

Common	Cowshed
Along the pavement which runs down the side of the house	The pavement up to the main gate and through the garden.
A path will be created across the patio at the back to the stairs	All pavements throughout the garden
Stairs and decking area	

Where necessary, essential pathways will be maintained as clear as possible throughout the day. The driveway at the Cowshed and the car park spaces opposite the house at the Common will not necessarily be cleared of ice and snow. Staff should be aware that due care must be taken at all times.

Links to other Policies

Sun Policy

This Policy was adopted by:		Cotswold Bunnies Nurseries Ltd	
On:	11/09/2026	Date to be reviewed:	11/09/2027

Signed on behalf of the Provider:			
Name of Signatory:	Pippa Collins		
Role of Signatory (e.g, Chair, Director or Manager)	Area Manager		