MOSSPITS LANE PRIMARY SCHOOL

Policy title	**Snow and Ice (Adverse Weather) Policy**
Function	The purpose of this policy is to ensure the health, safety, and well-being of pupils, staff, and visitors during adverse weather events, including snow and ice. It outlines clear procedures to mitigate risks, ensure safe site access, and maintain the continuity of education, where possible, during such events.
Non-Statutory guidance	
Statutory Guidance	○ DfE guidance on school attendance: "School attendance: Guidance for maintained schools, academies, independent schools, and local authorities" ○ Health and Safety at Work etc. Act 1974 ○ Management of Health and Safety at Work Regulations 1999 ○ Equality Act 2010 (reasonable adjustments for staff/pupils with disabilities)
Last reviewed	Spring 2025
Date of next review	Spring 2026
Signed (Headteacher)	V. Corbett
Signed (Chair of Governors)	E. Cheliotis

Approved by: Vicky Corbett and Erini Cheliotis **Date:** Spring 2026

Next review due by: Spring 2026

Adverse Weather, Including Snow and Ice Framework Policy

1. Introduction

- **Purpose of the Policy** The purpose of this policy is to ensure the health, safety, and well-being of pupils, staff, and visitors during adverse weather events, including snow and ice. It outlines clear procedures to mitigate risks, ensure safe site access, and maintain the continuity of education, where possible, during such events.
- **Scope of the Policy** This policy applies to all school stakeholders, including staff, pupils, governors, parents, carers, and contractors. It is applicable during all adverse weather conditions, with particular emphasis on snow and ice, ensuring that all activities align with the needs of both the school environment and local community circumstances.
- **Legal and Statutory Framework** This policy aligns with the following statutory requirements:
    - DfE guidance on school attendance: "School attendance: Guidance for maintained schools, academies, independent schools, and local authorities"
    - Health and Safety at Work etc. Act 1974
    - Management of Health and Safety at Work Regulations 1999
    - Equality Act 2010 (reasonable adjustments for staff/pupils with disabilities)

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2. Roles and Responsibilities

- **Governing Body** The governing body is responsible for approving this policy, ensuring its implementation, and monitoring its effectiveness. They ensure that the policy complies with all legal requirements and addresses the safety and operational needs of the school during adverse weather conditions.
- **Headteacher** The Headteacher has the ultimate responsibility for operational decisions, including school closure, assessing risks, and overseeing communication with staff, parents, and external bodies. They are responsible for ensuring the school remains open or closed in line with health and safety considerations.
- **Site Team/Site Manager** The site team is responsible for monitoring the site during adverse weather conditions, ensuring pathways are cleared and gritted, and heating systems are functioning. They will also liaise with the Headteacher to make informed decisions on site access and safety.
- **Staff Members** Staff are responsible for ensuring their own safety when traveling to and from school, following instructions for supervision, and helping manage pupil safety during adverse weather conditions.
- **Parents and Carers** Parents/carers should ensure their children are safely transported to and from school, monitor school communications for updates, and respond quickly to requests for early pupil collection in the event of school closure or partial opening.

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3. Procedures for Adverse Weather Events

- **3.1 Risk Assessment**
  - A dynamic risk assessment will be completed during adverse weather conditions, considering outdoor hazards, site access, and any impact on school building utilities.
  - Specific areas of focus include access to the school grounds, outdoor spaces, and the functionality of essential services (e.g. heating, water).
- **3.2 School Closure or Restricted Opening**
  - Clear criteria for school closure will include:
    - Severe health and safety risks (e.g. unsafe site conditions).
    - Inability to maintain critical staffing levels.
    - Lack of access to utilities such as heating or water.
  - Partial closure decisions, such as limiting year group attendance, will be made in consultation with staff, the governing body, and local authorities as needed.
- **3.3 Communication with Stakeholders**
  - The school will use multiple communication channels, including text messages, emails, the school website, and Class Dojo, to notify parents, staff, and other stakeholders of adverse weather impacts.
  - Updates will be provided as early as possible, ensuring minimal inconvenience to families.
  - Ofsted's "Education Inspection Framework" will guide communication to ensure clarity, consistency, and effectiveness.
- **3.4 Maintenance of School Grounds**
  - The site team will prioritise clearing and gritting high-risk areas such as pathways, entrances, and car parks.
  - A site map will identify priority zones for snow/ice clearance, ensuring safe access to the school.
  - Health and Safety Executive (HSE) guidance will be followed to reduce accidents and ensure safe pathways.
- **3.5 Staff Attendance**
  - Staff should report any absence or delays due to adverse weather as early as possible.
  - In case of significant staff shortages, the Headteacher will consider utilising remote learning for pupils, if applicable, and managing staffing ratios effectively.
- **3.6 Continuity of Education**
  - If the school is forced to close, continuity of education will be ensured through:
    - Remote learning options (aligned with "Providing Remote Education: Guidance for Schools").
    - Hard copy learning packs for families without internet access, ensuring all pupils have access to the curriculum during closures.

4. Safeguarding Considerations

- Safeguarding measures will be maintained during adverse weather, including ensuring staff-to-pupil ratios are upheld and considering additional support for vulnerable pupils, especially during school closures or partial openings.
- Adjustments to the school's safeguarding policy may be required, particularly regarding safeguarding vulnerable pupils who may not be attending school due to adverse weather.

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5. Equality and Inclusion

- The school will ensure reasonable adjustments are made for disabled pupils, staff, and visitors under the Equality Act 2010, particularly regarding access to the school site during adverse weather.
- The school will implement specific arrangements to support pupils with mobility needs, ensuring they can safely access the school during snow and ice events.

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6. Monitoring and Evaluation

- The policy will be reviewed regularly, especially after each significant adverse weather event, to evaluate its effectiveness and adapt procedures as needed.
- The Health and Safety Lead will be responsible for monitoring the implementation and effectiveness of this policy, ensuring that improvements are made in response to feedback from stakeholders.

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7. Appendices

- **Appendix 1:** Site Map and Priority Gritting Plan
    - A visual plan identifying key areas of the school site for snow and ice clearance.
- **Appendix 2:** Communication Flowcharts
    - Overview of decision-making processes (e.g., when to close the school) and communication protocols with stakeholders.
- **Appendix 3:** Risk Assessment Template
    - A pre-prepared template for cold weather risk assessments, ensuring that all relevant safety concerns are addressed.

This **Adverse Weather, Including Snow and Ice Framework Policy** will be reviewed annually or following significant adverse weather events to ensure it remains effective, up to date, and compliant with relevant regulations and best practices

Appendix 1

Our school site is vast and essential pathways are cleared first.

The staff car park is the second priority

Third priority is an evacuation space on the playground in the event of a fire.

If snow and ice is predicted during a school holiday or over a closure period, it must be recognised that there are no staff on site to grit the pathways and this impacts on the amount of gritting that can be done in a limited time frame.



Appendix 2

Primary School Snow and Ice Decision-Making & Communication Procedure:

1. Monitoring Weather Conditions

- School administration monitors weather forecasts.
- Contact local authorities for snow/ice warnings.
- Check weather updates regularly.

2. Assessing School Safety

- **Head Teacher**: Assessing the school's ability to safely open.
- Check for ice on pavements, parking areas, school grounds.
- Check heating, water, and electricity systems.

3. Decision Point: Open or Close School

- **YES (School Open)**: Continue regular operations. Consider Risk Assessment
- **NO (School Closed)**: Proceed to next step for communication.

4. Communication Process

- **School Administrator/Headteacher**
    - Notify:
        - **Parents/Guardians**: Email, SMS, or Dojo Messages
        - **Staff**: Text messages, staff group emails, Dojo or phone calls.
        - **Local Authority**: Report to Local Authority

5. Alternate Schedule if Delayed

- **YES (Delayed Opening)**:
    - Notify parents and staff about the new opening time.
- **NO (Normal Operation)**:
    - Proceed with regular school day procedures.

6. Ongoing Monitoring

- **During School Day**:
    - Continue to monitor weather conditions.
    - If conditions worsen, assess whether an early closure is necessary.
    - Staff to carry out safeguarding and welfare checks in appropriate cases when closed.
    - Staff to set work for children via Dojo when school is closed.

7. Early Closure (if required)

- **Decision**: Early closure due to worsening weather.
    - Notify:
        - **Parents/Guardians**: As soon as decision is made.
        - **Staff**: Immediate notification of closure.

8. Post-Closure Communication

- **Final Updates**:
    - Confirm closure with all parties.
    - Ensure emergency contact numbers for students are updated.
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Appendix 3

Risk Assessment

A	**Date:** Jan 2025	**School: Mosspits Lane**	**Team:**	**Location: Wavertree**
	Review Date:	**Ref:** **SRA20**	**Assessor:** V. Corbett	**Manager:** V. Corbett

B	**Assessment of Risk for:** *Model* snow and ice clearance

C Ser Nº	**List Hazards Here**	**List Groups of People at Risk**	**List Existing Controls**	**Risk Level**
1	Compacted snow and ice	Staff, pupils, visitors	• Nominated member of staff monitors weather conditions • Main route into school cleared and treated • Prioritised areas for clearance identified on plans • Accessible routes into school are communicated to all staff, pupils and visitors • If steps/slopes, playgrounds etc remain in a hazardous condition, access is prevented (mark with sign/tape/cones etc) • Condition of footpaths regularly checked and maintained • Pupils using external play areas wear appropriate clothing and footwear • Playtimes staggered and supervision levels adjusted dependent on conditions	Med to High
2	Ice and snow clearance – lifting and carrying, handling salt	Staff	• Appropriate equipment provided • Suitable clothing and footwear worn – including high visibility on car park and vehicle access routes • Manual handling minimised as far as possible – break down into smaller loads/request assistance when required • Manual handling training undertaken in safe handling techniques • The salt/grit is available when required • Regular breaks taken • Effort minimised by beginning snow clearance as soon as possible to prevent compacting of snow and ice • Equipment is available e.g., wheelbarrow, sack trolley. Cleaned after use. • Gloves worn to reduce the effects of salt on the skin • Specific medical risks should be considered e.g., staff with existing medical conditions	Med

			• Agreed areas for clearance – paths wide enough for families at drop off/pick up and sufficient space for emergency evacuation safe routes to the playground.	
3	Lone working	Staff	• Charged mobile phone/walkie talkie carried at all times • Notify relevant person of location/estimated task time • Lone working reduced as far as is reasonably practicable	

Risk Level: **High**: Accident likely with possibility of serious injury or loss
Medium: Possibility of accident occurring causing minor injury or loss
Low: Accident unlikely with control measures in place

D	**Controls** (Ser N° to correspond with Hazard Ser N°)	**E** **To be completed by the Manager**			
Ser N°	**Additional Controls Required**	**Action to be Taken**	**By Whom**	**Target Completion Date**	**Task Completed (Signed & Dated)**

F		
	Once additional controls are implemented, what will the overall risk level be: **High** **Medium** **Low**	**Risk assessment signed off by:** **Signature:** **Date:** *Please note an electronic signature will suffice.*