



The Evolution and Henslow School

Impactful Weather Plans

In the event of impactful weather:

1. In the event of winter weather conditions/high winds, Head Teacher and Deputy (or other responsible teacher) to WhatsApp school staff checking if they seem able to make it in. If staff are able to share their availability as early as possible following bad weather this is really helpful.
2. Head Teacher to ring line managing Director or other available Director/CEO to discuss the conditions/situation this may relate to winter weather, freezing conditions, heat wave conditions or abnormally strong winds. Agree whether to;
 - a. Go ahead with a normal day.
 - b. Go ahead with a skeleton staff for those students able to make it in safely.
 - c. Agree a late start in order that people have time to travel safely (particularly in icy conditions) and school has time to plan for any changes to circumstances.
 - d. Close the school as current or forecast conditions are too dangerous for travelling/situation is too serious for a normal school day.

This decision should be based on the following information;

- Advice from Police/Government and other agencies about conditions and the forecast.
 - Access to the school premises for cars and emergency vehicles and safety around the school site.
 - The ratio of staff to students to ensure safety and reasonable functioning of the school, including the impact of timetable changes for students especially where students are autistic/significantly impacted by change.
 - Risk for students travelling, bearing in mind that some of our students live in very rural care homes and the likelihood that they will also make it home safely at the end of the day.
3. Head Teacher and Deputy Head Teacher to confirm decision with school staff (via Staff group WhatsApp).
 4. HT and or teaching staff to contact parents/carers with decision (ideally through normal daily ring around process) and if opening to find out who is likely to make it in.
 5. If Head and/or Deputy are unable to be in, then consideration must be given to suitable oversight of the building for the day by a member of staff with appropriate experience and skills.

<i>Last Reviewed</i>	<i>August 2025</i>
<i>Next Review due</i>	<i>August 2026</i>
<i>Reviewed by</i>	<i>Headteacher</i>