



## Brightsparks Day Nursery Extreme Weather Policy

At Brightsparks, we have an extreme weather policy in place to ensure our nursery is prepared for all weather conditions that might affect its operation, such as floods, storms, snow, and heatwaves.

It is our policy to keep the nursery open, if at all possible, when there is severe weather. Parents have the responsibility of getting children to and from the nursery safely and need to decide if the journey is safe when snow / extreme weather affect transport and/or walking conditions. Parents should inform the nursery by Parent Admin if their child is absent due to severe weather conditions that make the journey unsafe. Parents should ensure that their children have appropriate clothing and footwear for the conditions. Please ensure that you bring spares to the nursery in the Brightsparks bag.

### **Snow and other severe weather**

Staff are to attempt their normal commute to work, allowing extra time if needed. If they find their journey to be too difficult or dangerous, they are to report their situation to their manager and discuss their options, which might mean travelling to a different Brightsparks nursery if it makes travelling options easier.

If there has been extreme weather or snowfall overnight, parents should check Parent Admin before starting their journey to check for any closure notice or in case we have decided to delay our opening time to allow staff to arrive safely at work. If we are unable to maintain statutory staff-to-child ratios, we will decide to close the nursery or part of the nursery, and parents will need to collect their children as soon as possible.

If significant snowfall or another severe weather condition, such as dense fog or high winds / storms, is threatened during a nursery day, then the manager will make the decision as to whether to close the nursery early. This decision will consider the safety of the children, their parents, and the staff team. In the event of a planned closure during the nursery day, we will contact all parents via Parent Admin to arrange for early collection of their child.

Please note that if parents are delayed due to weather conditions or for any other reason, their children will be kept safe until someone is able to collect them. Please ensure that you have plans in place for your child/children to be collected by a friend or family member if you are unable to collect them or are delayed.

We will not take children outdoors when we judge that the weather will make it unsafe to do so.

### **Flood**

In the case of a flood, we will follow our critical incident procedure to enable all children and staff to be safe and continuity of care to be planned for.

<b>This policy was adopted on</b>	<b>Signed on behalf of the nursery</b>	<b>Date for reviewed</b>
January 2026	<i>Emma Jones</i>	February 2027

Dear Parents,

This is just a short email to inform you on how we plan to deal with the poor weather conditions over the next few days, and to share our extreme weather policy with you, which is also available on our website.

We will be updating parents of any changes to our opening and closing times via email, **so please ensure you check your emails regularly, and especially before leaving in the morning.**

Please be mindful of the fact that most of our parents are local to the nursery and drive in, so travelling in is usually not too challenging for them, however many of our staff travel from further afield, mostly using public transport, so their journeys are not so straight forward. For instance, one staff member this morning left home at 6.00am, and finally arrived at work just before 10.00am after walking the last leg of her journey.

As we are legally required to maintain staff to child ratios, on mornings like these we cannot always operate as usual from 7.45am. Today we asked parents to drop in late, however, only a handful of families managed to do this, which left us in a sticky situation. It would appear moving forward, completely delaying the opening time for all would be more effective, so this will be our plan moving forward on mornings like these.

Please can I take this opportunity to ask that parents ensure that their children have waterproofs and wellingtons at nursery, as we had several disappointed children who could not play outside today due to not having the appropriate clothing.

I hope you are all able to keep safe and warm during the cold snap.

With best wishes,

Emma Jones

Managing Director

Dear Parents,

As there has been some snowfall overnight, we will be delaying the nursery opening today until 8.45am, to allow extra time for our staff to travel into work.

This will hopefully ensure we are able to maintain our correct staff to child ratios. If several staff members are unable to complete their journeys into work, we may need to close some of the rooms, but we will assess the situation, and update you again via email if that becomes necessary.

Selsdon Words

Dear Parents,

As you may be aware, snow is forecasted today, and is already falling here. It is forecasted to ease this afternoon with then heavy snow forecasted between 4 pm and 6 pm. Where we are located at the bottom of a hill effectively in a valley, historically we have had some major issues on snow days, with children being put to bed here at 8 pm as parents have been unable to reach us.

With that in mind, we will monitor the weather and may decide to shut early, but either way, I would urge families to allow extra time when planning their journeys tonight. Any parents that rely on the 433 buses should be aware that this usually will not come down the hill when it's snowing, which may leave you walking down the hill which can be tricky in those conditions.

Please keep an eye on the weather maps and your emails and fingers crossed it does not get too bad. I have attached our Extreme Weather policy for your reference.