



Adverse Weather, Power Cuts and Staff Shortage Policy

Purpose:

At Little Rays we have an adverse weather, power cuts and staff shortage policy in place to ensure our nursery is prepared for all weather conditions and events, which could affect the running of the nursery, such as snow, power cuts or staff shortage.

If any of these incidents impact the ability of the nursery to open or operate, we will contact parents via a variety of different methods. These will include email alert, posting messages to social media and if viable by telephone.

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

Procedure:

Flooding, Power Cuts or Adverse Weather

- In the event of flooding, power cuts and adverse weather, such as high snowfall, the impact on how the nursery may operate safely will be assessed.
- Once assessed a decision will be made by the nursery owner and the manager as to whether the whole nursery should close for the day.
- The decision will take into account 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 to arrange for collection of their child.
- Parents will be provided with regular updates by email and social media as the procedure is implemented and assessments are made.
- If the nursery remains open, the health and welfare of the children will be periodically assessed during the day.
- A decision may be made to operate reduced opening hours to ensure the health and safety of the children, their parents and staff is maintained.

Staff shortages

- In the event of adverse weather, such as high snowfall or dense fog, staff are requested to notify the nursery as early as possible on the day to confirm whether they will be able to attend work on that day.
- If staff shortages are set to occur all off duty staff and / or agency staff will be contacted.
- If we are unable to maintain statutory ratio requirements after all avenues have been explored we will allow an allocation of children to stay according to our staffing



requirements. This is usually dealt with on a first come, first served basis, but priority is given to parents working in emergency services and schools.

- If we feel the health and safety of the children is compromised then we will take the decision to close the nursery.

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