

Snow Policy

As always, it is our priority to ensure that children within our care, our staff and our parents are safe and are provided with the highest standard of childcare at all times.

Should we experience severe snow we will follow the below procedures:

- We will operate the ratio as a first come first serve basis.
- We will update everyone via our Facebook page.
- We will maintain the ratio at all times with the Nursery Manager being supernumerary at all times. The Manager will not be included in the ratio to ensure that staff breaks can be covered.
- Should the ratio be met, then parents will be asked to stay with their children until the next member of staff arrives.
- All staff are required to keep in contact with the nursery to tell them their estimated time of arrival if they are going to be late.
- The parents will be advised by the team in the morning that if it continues to snow or if it starts to snow and settle again then the nursery will close at dusk. Generally, during winter months this is around 16.00. This is to ensure that all children, parents and staff get home safely.
- The Nursery Manager will liaise with the Directors should any closures be necessary. The Directors decision is final.
- Parents will not be reimbursed in any way for any closures due to snow as this is something beyond our control.
- Staff who attend work but are sent home early due to bad weather will be allowed to take this time as lieu time.
- Staff who do not attend work due to bad weather will not be paid and will not be allowed to take this time as time in lieu.
- Should the snow get bad during a working day staff will be sent home in the following order:
 - Staff who have to get public transport and who live the furthest away and will be traveling with children
 - Staff who have to get public transport and who live the furthest away
 - Staff who live the furthest away but will be traveling with children
 - We will then send people home in order of distance

Our aim at all times is to ensure we continue our service as much as possible and that we all remain safe.

We can only do this if we all work together. We thank everyone for their support with this policy.

This policy was adopted on	Signed on behalf of	Date for review
14.12.2019		14.12.2020