



Education Trust

Inspiring the individuals of today, for a better society tomorrow

“Aspire, Belong, Collaborate”

HEATWAVE & EXTREME TEMPERATURE POLICY

Review Frequency	Annual
Reviewed	July 2026
Next Review	July 2026
Agreed by Trustees	17 th July 2026

INTRODUCTION & CONTEXT

This policy sets out the school's arrangements for managing periods of extreme heat to safeguard the health, safety and welfare of pupils, staff and visitors while minimising disruption to learning. It is based on the NEU Joint Union Heatwave Protocol and relevant guidance from the Department for Education (DfE), UK Health Security Agency (UKHSA) and Health and Safety Executive (HSE).

This policy should be read alongside the school's Health and Safety Policy, Educational Visits Policy, First Aid Policy and Business Continuity Plan.

RESPONSIBILITIES

- The Headteacher has overall responsibility for implementing this policy.
- The Senior Leadership Team will monitor weather alerts, undertake risk assessments and determine appropriate control measures.
- Staff are responsible for following agreed control measures, monitoring pupils for signs of heat-related illness and reporting concerns promptly.
- Site staff will assist in maintaining safe indoor temperatures where reasonably practicable.

MONITORING AND RISK ASSESSMENT

- The Senior Leadership Team will monitor Met Office weather forecasts and alerts.
- A dynamic risk assessment will be undertaken whenever an Amber or Red Heat Health Alert is issued.
- Additional consideration will be given to vulnerable individuals, including those with medical conditions, pregnant staff, and young children.

Staff should remain vigilant for symptoms including:

- dizziness
- headache
- nausea
- excessive thirst
- unusual tiredness
- confusion
- fainting

Anyone displaying these symptoms should be moved to a cool area, encouraged to drink water if appropriate, and first aid sought. Emergency services should be contacted if symptoms are severe or deteriorate.

HEATWAVE CONTROL MEASURES

During periods of extreme heat, the school may implement the following measures:

- Ensure all pupils and staff have access to drinking water and encourage regular hydration.
- Allow frequent toilet access.
- Relax school uniform and staff dress code requirements where appropriate.
- Keep blinds and curtains closed in sunny areas and maximise ventilation during cooler periods.
- Relocate classes to cooler rooms where possible.
- Reduce or suspend strenuous physical activity, including outdoor PE, sports events and prolonged outdoor activities.
- Limit the use of heat-generating equipment where practical.
- Increase access to shaded areas and encourage the use of hats and sunscreen when outdoors.
- Planned educational visits, sports days and outdoor events will be risk assessed and may be amended, postponed or cancelled during periods of extreme heat.
- The school will consider additional breaks, flexible working arrangements where practicable, and access to cool rest areas for staff during periods of extreme heat.

ESCALATION MEASURES

Amber Alert: The school will implement enhanced control measures and may adjust routines, timetables or activities following a risk assessment.

Red Alert: An immediate risk assessment will be undertaken.

The school may:

- Alter the school day.
- Restrict access to certain areas of the building.
- Partially or fully close the school if necessary to protect health and safety.

NB – Any decision to alter the timings of school day which relate to full or partial closure will be made by the Headteacher following consultation with the Trust CEO.

COMMUNICATION

Parents, carers, staff and governors will be informed promptly of any significant operational changes resulting from extreme heat conditions. Trustees will be informed in the event of full or partial school closure.

REVIEW

This policy will be reviewed annually and following any significant heatwave event to ensure effectiveness and compliance with current guidance.



DETAILS OF AMENDMENTS

June 2026

- Adopted policy.

