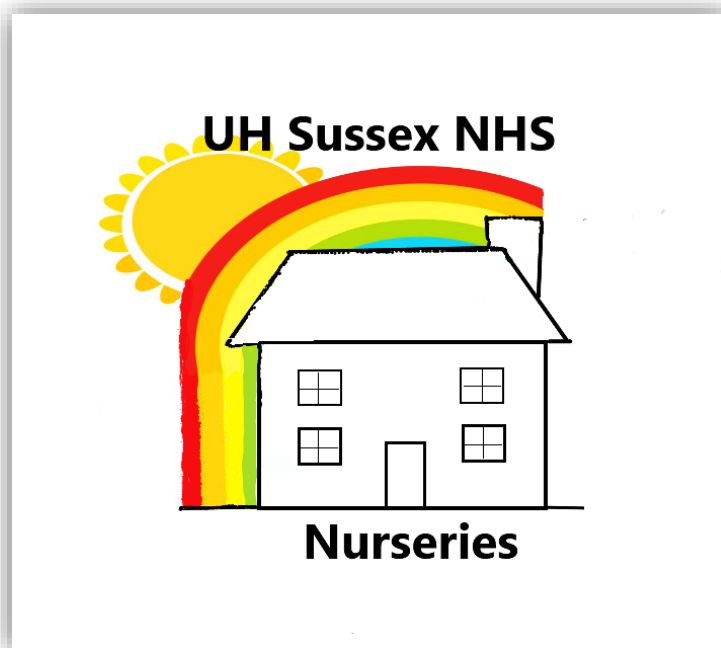


TRUST POLICY

Nursery Handbook – Adverse Weather Policy



Approval		
Director Approval	Date approved:	13 th March 2026
Ratification		
Trust Management Committee	Date approved:	22 nd July 2026
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1.0	February 2026	Tracey Gregory and Lorraine Brunton	LIVE	New trust wide policy
2.0				

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1. Policy Statement

University Hospitals Sussex NHS Foundation Trust nurseries understand and value the importance of play in the holistic development of young children as they learn about the world in which they live.

The nurseries aim is to provide a wide range of experiences and play opportunities which will develop the children's, Emotional, Physical, Social and Intellectual capabilities.

2. Weather: Snow Conditions

It is University Hospitals Sussex NHS Foundation Trust nurseries policy to make every effort to operate a normal service whenever possible. The decision to reduce the service or closure will be after the following procedure:

- Childcare Service Manager will liaise with the Nursery Managers
- Request to change operational hours to be raised to HR Director
- UH Sussex Trust Executive Board if deemed necessary.

The nurseries will reduce the service hours if one or more of the following applies

- Insufficient staffing levels, therefore breaching legal ratios
- Conditions on site are dangerous, or Health and Safety cannot be maintained
- Conditions are considered hazardous for children, families and staff to travel

Parents and Carers will be regularly updated to any operational changes either by nursery notices (pre-warning), telephone, email and social media.

If the nursery closure requires a refund of sessional hours charge this will be discussed with the management team and the parent or carer.

3. Weather: Hot Weather Conditions

The nurseries provide a free flow indoor and outdoor access. The garden is used by the children daily throughout the year and will also be available during the hot summer months. As part of the daily routine nursery staff will discuss with children the importance of suitable clothing for varying weather conditions. During warm weather children will learn about keeping safe in the sun with skin clear and hydration.

To ensure the safe and well-being of the children the nurseries will work within the following measures:

- The nursery will restrain from using the outdoor area between the hours of 11-2pm if there is not adequate shading in very warm temperatures (times may vary and extended in very hot conditions).

- Parent and carers are required to complete a consent form within the registration documentation for the nursery staff to apply sun cream to their child.
- The nursery provides high factor sun cream lotion of 30 factor and above. This information will be displayed in the nursery. Those with allergies are required to bring their own with the child's name labelled.
- To ensure sun lotions remain effective the nursery replenishes the lotions annually. Those lotions brought in from home will be returned if suitable.
- If possible, when applying sun cream two members of staff will be present in the room. Staff will wipe their hands after each application of sun cream to prevent the spread of different sun creams from child to child which could possibly cause an allergic reaction. We encourage older children to apply sun lotion themselves under supervision.
- If a child does not have sun cream applied, he/she will not play outside during high UV or sun temperatures, unless the nursery in receipt of a disclaimer to the nursery and reasonable adjustments can be made. *Note the nursery will encourage the child to play in the shade or indoors to ensure they do not have direct sun to protect risk of sunburn.
- Parent and carers are required to provide sun hats for their child.
- The nursery requests that children wear suitable clothing in the warm weather so not to overexpose their skin to the sun.
- Parent and carers are requested to apply sun lotion before they arrive at nursery.
- The nurseries will endeavour to provide shaded areas for the children to play in.
- During free flow play (outside/indoors) children will have the opportunity to drink water.
- During warm weather nursery staff will ensure all children have regular drinks.
- During periods of very hot weather staff will be required to follow Health and Safety procedures of UHSussex Trust and record room temperatures.
- All playrooms have appropriate fans and window ventilation.
- If permission is not given by the parent or carer to apply sun cream, due to the child having an allergic reaction, the parent or carer should provide suitable appropriate clothing to cover the child skin. Nursery staff will encourage the child to play in shaded areas.
- Where children are not adequately protected UH Sussex nurseries will take steps to adapt our activities to protect them from the risk of sunburn