

Consortium Trust

Heat Health Plan

Heat Health Plan Objectives

- Promote the health, safety, comfort and wellbeing of staff and students
- Maintain effective delivery of education
- Protect Trust assets

School closure

Higher temperatures can usually be managed safely and there are very few circumstances that would justify school closure. The law sets no maximum temperature in the workplace.

Changes to school procedures and routine

Safety and comfort can be promoted by making changes to school operations, including:

- Relaxing or changing uniform rules, such as wearing PE kit in class, removing jumpers
- Conducting outdoor activities in shaded areas
- Avoiding vigorous physical activity
- Encouraging the wearing of hats and loose, light-coloured clothing
- Encouraging the use of high factor sunscreen
- Encourage the drinking of water
- Minimising the use of electrical equipment

Ventilation

Ventilation is key to maintaining a comfortable atmosphere in school buildings. Possible measures include:

- Opening doors as well as windows
- Opening windows early in the morning (or overnight where secure)
- Closing windows when the sun is on them
- Using CO2 monitors to check that air is circulating

Adaptations

Certain adaptations can be made to reduce the impact of higher temperatures, including:

- Window blinds
- Tinted or reflective window films
- CO2 monitors
- Electric fans
- Handheld fans

Maintenance procedures

The Estates Team should ensure that any defective blinds are replaced and that all relevant windows can be opened.

Resilience to higher temperatures should be a criterion when considering refurbishment projects.

Business continuity

The Trust holds Critical Incident and Business Recovery Plans. These should be reviewed to ensure that they have considered the impact of prolonged higher temperatures.

Trigger points for action

If a Heat-Health Alert is issued by the UK Health Security Agency (UKHSA) and the Met Office Staff observe that pupils or colleagues are suffering distress due to higher temperatures

Possible medical effects of higher temperatures

Staff should be aware of the symptoms of heat related medical conditions.

Symptoms of heat stress:

Children may seem out of character or show signs of discomfort and irritability (including those listed below for heat exhaustion).

These signs will worsen with physical activity.

For children and young people who use nappies, dark urine or dry nappies may indicate dehydration and the need for more fluids.

Symptoms of heat exhaustion may include:

- tiredness
- dizziness
- headache
- nausea
- vomiting
- excessive sweating and pale, clammy skin

To cool a child suffering from heat exhaustion:

- move the child to a cool area and encourage them to drink cool water
- cool the child as rapidly as possible, for example, by sponging or spraying the child with cool water and placing cold packs around the neck and armpits, or wrapping the child in a cool, wet sheet and assist cooling with a fan
- If you are concerned about symptoms, or they are worsening, seek medical advice by contacting NHS 111.

Heat exhaustion can lead to heatstroke and is a medical emergency.

Symptoms of heatstroke may include:

- confusion or lack of co-ordination
- seizures (fits)
- loss of consciousness
- high body temperature – a temperature of or above 40°C (104°F)
- red, hot skin that can be sweaty or dry

- fast heartbeat
- fast shallow breathing
- diarrhoea

If heatstroke is suspected, call 999 and then cool the child down whilst awaiting medical assistance.

If a child loses consciousness, or has a fit:

- Place the child in the recovery position.
- Call 999 immediately and follow their instructions.

What happens when trigger point is reached

- The school considers changes to its procedures, rules and timetable.
- Extra attention is paid to ventilation
- Extra attention is paid to pupils' and colleagues' health and welfare

Roles and responsibilities

The Academy Head is responsible for the safety of the setting and deciding what changes and adaptations are necessary.

In the absence of the Academy Head, the Assistant Academy Head is responsible for the implementation of health and safety procedures.

All staff are required to be vigilant about their own health and that of pupils and colleagues. The CEO is responsible for enacting the Critical Incident Plan and forming a Critical Incident Team to implement it.

Document Control

Changes History

Version	Date	Amended By	Details of Change
1	19/05/2026	HoS: Facilities and Compliance	New document

Approval

Name	Job Title	Signed	Date
Andrew Aalders-Dunthorne	CEO	Electronic Signature	20/05/2026

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