

Extreme Weather Policy

Jealott's Hill Community Landshare CIC

VERSION 1.0	STATUS Approved	POLICY OWNER H. Bates
APPROVED BY Board of Directors	DATE APPROVED 15/10/2026	NEXT REVIEW DUE 01/11/2027 (annual)

1. Purpose

This policy sets out how JHCL will manage extreme temperatures, storms and other severe weather that may affect its employees, volunteer sessions and corporate volunteering days. Our default position is to remain open and to proceed as usual whenever it is safe to do so. Rather than cancelling outright, we may choose to adapt the type of work undertaken and how sessions are run so that volunteering and activities can continue safely in all but the most severe conditions.

2. Scope

This policy applies to all employees, volunteers, including individual volunteers and corporate volunteering groups taking part in sessions across the whole site. It covers extreme heat, extreme cold, storms, heavy rain, high winds and lightning.

3. Guiding Principles

- Sessions will remain open by default. Weather conditions may change what work is undertaken, not whether a session runs, except where a specific safety threshold requires suspension.
- The on-site Coordinator has authority to modify, shorten, relocate or, where necessary, pause a session based on conditions on the day, even within the thresholds described below.
- Vulnerable individuals (including anyone pregnant, with a relevant health condition, or unused to physical outdoor work) should be offered lighter or shaded/sheltered tasks regardless of the general threshold in force.
- Tools, shaded areas, hydration points and warm-up/cool-down space must be checked and prepared ahead of any session run under an amber or red threshold.

4. Temperature & Weather Thresholds

There is no single UK legal maximum or minimum working temperature: HSE guidance instead requires employers and organisers to assess the risk to those working outdoors and take reasonable, proportionate steps. The thresholds below translate that duty into clear, practical trigger points for the Landshare site.

4.1 Heat

Condition	Status	Action
Below 30°C	Green – normal operations	Standard sessions proceed as planned.
30–35°C	Amber – adapt	Move to shaded or lighter tasks; encourage water breaks at least every 30 minutes; schedule exposed work for early morning; sun protection encouraged.
Above 35°C, or a heat-health alert is in force	Red – modify or postpone	Indoor/shaded tasks only. No expectation that volunteers attend (see Section 6).

4.2 Cold

Condition	Status	Action
Above 0°C	Green – normal operations	Standard sessions proceed; layered clothing recommended.
At or below 0°C, or a cold-weather/frost advisory is in force	Amber/Red – adapt	Shorten sessions; build in warm-up breaks; avoid prolonged fine hand-work (e.g. detailed pruning); provide warm drinks and indoor/sheltered break space.

4.3 Storms, High Wind & Lightning

These conditions are treated as an absolute suspension trigger rather than an adapt-and-continue scenario, given the risk of falling branches and limbs in a mature orchard:

- Any lightning within visible or audible range: outdoor work stops immediately and volunteers move indoors/to shelter.
- Sustained winds above 40mph, or a Met Office amber/red wind warning: outdoor work in the orchard and near mature trees is suspended for the duration.
- Heavy or persistent rain causing slip, mud or visibility hazards: the Coordinator may adapt or pause tasks at their discretion.

5. Roles & Responsibilities

- Health & Safety Director:** sets and reviews the thresholds in this policy.
- On-site Coordinator:** checks the forecast ahead of each session, applies the relevant threshold, briefs volunteers on arrival, and has final authority to adapt or pause activity.
- Volunteers and corporate group leads:** follow on-the-day instructions from the Coordinator and raise any personal health concerns before or during the session.

- If the Coordinator / Directors believe that it is not possible for users of the site to carry out activities at the JHCL safely then they have the authority to close the site and advise against entrance to ALL users.
- If the on-site Coordinator is unable to travel to the site due to extreme weather then they will contact the Directors: a Director may be able to attend the site or a decision made to close the site for the duration of the event.

6. Communicating with Volunteers

Where a session falls under an amber or red threshold in Section 4 (temperatures below 0°C or above 35°C, or any other extreme conditions such as storm or wind warnings), we will contact all registered volunteers and corporate group leads in advance of the session to:

- Explain the forecast conditions and what they mean for the session.
- Confirm there is no expectation to attend – volunteers, including corporate participants, are free to stay away without any obligation, and are encouraged to do so if they have any health concerns.
- Share basic guidance on staying safe in the forecast weather (e.g. hydration and sun protection for heat; warm layers and recognising early signs of cold stress for cold conditions).
- Outline the specific, adapted activities planned for the session, so anyone who does attend knows what to expect and that the higher-risk tasks are being avoided.

This communication will be sent as far in advance as the forecast reasonably allows, with a follow-up on the morning of the session if conditions have changed.

7. Review

This policy will be reviewed annually and after any incident or near-miss related to weather conditions, and updated to reflect any future changes to HSE guidance on outdoor working temperatures.

Version history

Version	Date	Author	Summary of changes
1.0	September 2026	Hannah Bates	Initial policy created.