

Hollies Pre-school

Force Majeure Policy

Last reviewed May 2020
To be reviewed by May 2025

Responsibility of: Manager and Management Committee

At times, the Hollies may be faced with an extraordinary event or circumstances that are beyond our control, such as:

- Physical damage to premises, such as fire or flood, rendering it unsafe to provide care
- Essential services failure, such as water supply being turned off for length of time, meaning we are unable to use toilet facilities and provide fresh water
- Pest infestation, where the setting has to close to treat the infestation and any damage
- Significant adverse weather
- Circumstances that might otherwise be considered “an act of God” (for example pandemic disease)

If faced with such circumstances, the management committee will assess the situation and decisions will be made around the following:

- Closure, if the Hollies should close and how long we will be closed for
- Fees
- Staff wages

When making these decisions the management committee will consider: the welfare and safeguarding of children and staff, local or national government/regulator guidance and the financial viability of the setting.

Staff and parents will be informed as soon as decisions can be made via email or phone call. In some circumstances we may not be able to give a definite date for when the Hollies will re-open. The manager will endeavour to keep both staff and parents well informed throughout the duration of the closure.

If possible, arrangements will be made for the care to be provided at an alternative location as soon as possible. During the closure we will help support parents offering ideas for activities etc. Avenues of communication will include email, Facebook and drop box.

In the event of a force majeure that has a wider local or national impact, but where childcare may still be needed the Hollies will adhere to government guidelines and will endeavour to provide the required care, taking into account personal circumstances. During any closures risk assessments will be put in place where required to ensure the safety of anyone attending the setting.

The management committee and staff will take every reasonable step to ensure that closure is kept to a minimum whilst ensuring the safety and wellbeing of children and staff.