



Hot Weather Policy

Version	Document Title	Status	Author	Approved by	Date	Reviewed On	Next Review Date
0.1	Hot Weather Policy	Final	School Clinic	Principal/Vice Principal	May 2024	August 2025	August 2026
Regional Director		Principal			Vice Principal		
Head of Foundation Stage		Head of Primary			Head of Secondary		

1. Purpose

This policy intends to reduce the risk of illness, injury, or fatality to staff, students, volunteers, and contractors under direct school supervision from heat-related disorders.

2. Scope

This policy applies to Newlands School and covers all school staff, students, and contractors.

3. Policy Statement

The Hot Weather Policy guides staff in making decisions about what is appropriate and safe for students and staff during outdoor activities or recreational outdoor play throughout the year.

Four environmental factors affect experiences in a hot environment:

1. Temperature
2. Humidity
3. Air velocity
4. Radiant heat (e.g., direct heat from the sun)

Job-related factors impacting heat stress include:

1. Work rate and physical effort
2. Type of clothing and protective equipment used
3. Duration of activity

All these factors must be evaluated to minimize their impact on staff and students. Personal characteristics such as age, weight, physical fitness, and acclimatization to heat also need to be considered to determine those people and areas at high risk.

The School Clinic Team or School Operations Teams will check the Heat Index daily using Wunderground - <https://www.wunderground.com/ae/dubai> from May to October and communicate the Heat Index to all staff via email. The Heat Index is determined by applying temperature and humidity data from Wunderground to the Heat and Discomfort Index. No on-site temperature measurements are permitted due to equipment variability.

The Hot Weather policy is in place to guide staff when making decisions about what is appropriate and safe for students and staff, when conducting outdoor activities or partaking in any recreational time involving outdoor play, throughout the year.

4. Procedure

Depending on the Heat Index reading, the steps below must be followed:

A. Heat Index between 35 and 40

Outdoor Physical Activity:

- Students without a hat and water bottle will not participate in physical activity and will be given alternative work.
- Activities should be modified to moderate-lower-intensity levels.
- Regular water breaks are to be offered.

Breaks & Lunchtime:

- Students are advised to stay under the shade during breaks and lunchtimes.
- Teachers should use discretion in monitoring activity levels.

Swimming:

- Swimming may continue as normal.

B. Heat Index between 40 and 45

Outdoor Physical Activity:

- Only lower-intensity activities are allowed, and for short durations.
- 5-minute water breaks should be taken between activities.

Breaks & Lunchtime:

- Students must stay in shaded areas during breaks and lunchtime, or preferably indoors.

Swimming:

- Swimming may continue provided sufficient shaded areas are available.
- 5-minute water breaks are necessary between activities.
- Consideration must be given to those outside the water, such as non-participating students, swimming teachers, and lifeguards.

C. Heat Index above 45

Outdoor Physical Activity:

- All outdoor physical activities must stop if the Heat Index indicates 'serious danger' or 'death danger'.

Breaks & Lunchtime:

- Students should move to an air-conditioned indoor space.
- If not possible, students can use fully shaded outdoor areas with additional risk mitigation measures, such as misting fans.
- No physical activity is allowed.

Swimming:

- Outdoor swimming pools must stop activities unless they are fully shaded.
- For fully shaded pools, hourly temperature checks at the nearest weather station must be recorded.
- Swimming may continue up to a Heat Index of 47, provided a risk assessment is completed and approved by the Head of PE and School Principal.
- Students must have water bottles, be pre-hydrated, and take regular 5-minute water breaks.
- Special considerations should be made for new and non-acclimatized students.
- There should be no instances of students standing or waiting on the poolside.
- When the Heat Index exceeds 47: Swimming must be stopped immediately.

Heat and Discomfort Index

Additional guidance must be sought with reference to Figure 1 below. Activities must be modified to reflect student and teacher's discomfort.

Figure 1

EuroWEATHER - Heat and discomfort index

HEAT AND DISCOMFORT INDEX

HUMIDEX INDEX OF APPARENT TEMPERATURE (degree C)

	25%	30%	35%	40%	45%	50%	55%	60%	65%	70%	75%	80%	85%	90%	95%	100%
42°	48	50	52	55	57	59	62	64	66	68	71	73	75	77	80	82
41°	46	48	51	53	55	57	59	61	64	66	68	70	72	74	76	79
40°	45	47	49	51	53	55	57	59	61	63	65	67	69	71	73	75
39°	43	45	47	49	51	53	55	57	59	61	63	65	66	68	70	72
38°	42	44	45	47	49	51	53	55	56	58	60	62	64	66	67	69
37°	40	42	44	45	47	49	51	52	54	56	58	59	61	63	65	66
36°	39	40	42	44	45	47	49	50	52	54	55	57	58	60	62	63
35°	37	39	40	42	44	45	47	48	50	51	53	54	56	58	59	61
34°	36	37	39	40	42	43	45	46	48	49	51	52	54	55	57	58
33°	34	36	37	39	40	41	43	44	46	47	48	50	51	53	54	55
32°	33	34	36	37	38	40	41	42	44	45	46	48	49	50	52	53
31°	32	33	34	35	37	38	39	40	42	43	44	45	47	48	49	50
30°	30	32	33	34	35	36	37	39	40	41	42	43	45	46	47	48
29°	29	30	31	32	33	35	36	37	38	39	40	41	42	43	45	46
28°	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43
27°	27	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41
26°	26	26	27	28	29	30	31	32	33	34	34	35	36	37	38	39
25°	25	25	26	27	27	28	29	30	31	32	33	34	34	35	36	37
24°	24	24	24	25	26	27	28	28	29	30	31	32	33	33	34	35
23°	23	23	23	24	25	25	26	27	28	28	29	30	31	32	32	33
22°	22	22	22	22	23	24	25	25	26	27	27	28	29	30	30	31

Up to 29 C°	No discomfort
From 30 to 34 C°	Slight discomfort sensation
From 35 to 39 C°	Strong discomfort. Caution: limit the heaviest physical activities
From 40 to 45 C°	Strong indisposition sensation. Danger: avoid efforts
From 46 to 53 C°	Serious danger: stop all physical activities
Over 54 C°	Death danger: imminent heatstroke

References

- Safety in the heat – HAAD (Health Authority Abu Dhabi)
- Facility Guidelines – DHA Dubai Health Authority
- American Society of Heating, Refrigerating and Air Conditioning Engineers Manual.