



Adverse Weather and Outdoor Working Policy

Adopted 14.10.2026. Reviewed Annually

Purpose

Hullbridge Parish Council is committed to protecting the health, safety and welfare of all employees, contractors and volunteers who undertake work on behalf of the Council. This policy sets out arrangements for managing outdoor work during periods of extreme heat, cold, snow, and other adverse weather conditions.

This policy runs alongside the health and safety policy.

Legal Duties

The Parish Council will comply with its duties under:

- The Health and Safety at Work etc. Act 1974
- The Management of Health and Safety at Work Regulations 1999
- The Workplace (Health, Safety and Welfare) Regulations 1992
- Personal Protective Equipment at Work Regulations 2022

The Council will assess weather-related risks and take reasonable steps to reduce those risks.

The Parish Council Will:

- Monitor weather forecasts and warnings provided by the Met office.
- Carry out suitable risk assessments for outdoor activities where appropriate.
- Provide appropriate personal protective equipment (PPE).
- Adjust work schedules where necessary.
- Suspend outdoor work where conditions present an unacceptable risk.
- Ensure employees and volunteers understand this policy.

Employees and Volunteers Must:

- Take reasonable care of their own health and safety.
- Wear provided PPE and suitable clothing.



- Report any weather-related hazards or health concerns immediately to the clerk/deputy clerk.
- Stop work and seek advice if conditions become unsafe.
- Follow instructions regarding modified duties or suspension of work.

Working in Hot Weather

A heatwave is an extended period of hot weather relative to the expected conditions of the area at that time of year, which may be accompanied by high humidity. A UK heatwave threshold is met when a location records a period of at least three consecutive days with daily maximum temperatures meeting or exceeding the heatwave temperature threshold. The threshold varies by UK county.

Essex falls into the band where the threshold is 27°C.

The clerk will monitor any projected heatwaves and where appropriate, liaise with staff regarding the following risk factors and appropriate actions to be taken.

Heat Risk Factors

Outdoor work may become hazardous during periods of high temperature, strong sunlight and high humidity.

Risks include:

- Heat exhaustion
- Heat stroke
- Dehydration
- Sunburn
- Fatigue and reduced concentration

When temperatures exceed 27°C, staff/ should consider:

- Starting work earlier in the day where practicable.
- Increasing rest breaks.
- Ensuring access to drinking water.
- Having shaded rest areas where possible.



- Rotating physically demanding tasks.
- Reducing strenuous activities during the hottest part of the day (typically 11:00 am to 3:00 pm).

When temperatures exceed 30°C:

- A specific risk assessment should be undertaken.
- Non-essential heavy manual work should be postponed where practicable.
- Additional rest periods should be provided.
- Workers should be monitored for signs of heat-related illness.

Workers should wear appropriate clothing including;

- Wear lightweight clothing suitable for outdoor work.
- Use high-factor sunscreen (minimum SPF 30).
- Wear a hat with neck protection where appropriate.
- Use safety sunglasses where glare presents a hazard.

Maintenance staff should at all times wear the hi-vis jacket provided however can wear breathable, light-weight clothing underneath in periods of heat.

Symptoms Requiring Immediate Action

Employees must stop work and seek assistance if experiencing:

- Dizziness
- Headache
- Nausea
- Excessive sweating followed by cessation of sweating
- Confusion
- Collapse

Working in Cold Weather

There is no cold weather minimum temperature for working outside however a recommended temperature of 5c is considered cold for outside working temperatures.



Cold Weather Risks

Risks include:

- Hypothermia
- Frostbite
- Reduced dexterity
- Increased likelihood of slips and falls
- Reduced concentration

When temperatures fall below 5°C:

- Suitable thermal PPE and waterproof clothing including hats and gloves should be worn where required.
- Warm-up breaks should be provided.
- Tasks requiring fine manual dexterity should be planned carefully.

When temperatures fall below 0°C:

- A specific risk assessment should be undertaken.
- Non-essential outdoor work should be postponed where practicable.
- Working periods outdoors should be reduced.

Clothing Requirements

Workers should wear:

- Layered clothing.
- Waterproof outer garments.
- Thermal gloves where suitable.
- Warm hats and insulated footwear.
- High-visibility clothing where required.

The maintenance staff should at all times wear the hi-vis jacket provided however can wear thermal clothing underneath in periods of cold weather.



Snow and Ice

Snow and ice significantly increase the risk of slips, trips and falls. The following risk factors should be considered prior to working.

- Assess pathways, car parks and work areas before commencing work.
- Wear suitable slip-resistant footwear.
- Use caution when operating machinery.
- Suspend work where surfaces cannot be made reasonably safe.

Employees must not be expected to work on roofs, ladders or elevated platforms during icy conditions unless a specific risk assessment determines it is safe.

High Winds and Storm Conditions

Work must cease where there is a risk from:

- Falling branches
- Unstable trees
- Flying debris
- Damage to structures
- Loss of control of equipment

Maintenance Staff must not undertake:

- Ladder work
- Tree-related work
- Temporary repairs at height

during high winds unless specifically authorised following a risk assessment.

Thunderstorms and Lightning

Outdoor work must stop immediately if lightning is observed nearby.

Workers should:



- Move to a substantial building or enclosed vehicle.
- Avoid trees, metal fencing and exposed open areas.
- Resume work only when the storm has clearly passed.

Flooding and Heavy Rain

Employees must not enter flooded areas unless specifically trained and authorised.

Work should be suspended where:

- Ground conditions become unstable.
- Water depth is unknown.
- Electrical hazards may exist.
- Access routes become unsafe.

Weather Warnings

The Parish Council will monitor weather warnings issued by the UK Met Office.

Dynamic Risk Assessment

The General Maintenance Officer and other outdoor workers should contact the Clerk immediately where weather conditions create an immediate risk to health or safety. The Clerk will authorise where necessary to stop work immediately.

Outdoor work may be modified, postponed or cancelled depending on the level of risk. Should work be postponed or cancelled due to severe weather conditions, any hours or work lost as a result will be made up on alternative days, subject to operational requirements and mutual agreement between the Council and the employee. The scheduling of any make-up work will be arranged at a time that is reasonable and suitable for both parties, ensuring that service delivery requirements are met while taking into account the employee's availability and contractual obligations. No employee or volunteer will be criticised for stopping work in good faith where they believe conditions are unsafe.

This policy will be reviewed annually.