GROUP EXTERME WEATHER PROCEDURE

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School Name	Responsible Lead	Signature	Date
Ajyal - Al Falah			
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SMS			
HPS MOE			
HPS American			
Al Majd			
TIS			
ABQ – AZZAN			
ABQ – IMTIAZ			
ABQ – SEEB			
ABQ – SOHAR			

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1. Purpose

This policy aims to provide a clear procedure for managing risks related to extreme weather conditions (including high temperatures, rain, fog, wind, and thunderstorms) in order to safeguard the health, safety, and wellbeing of students, staff, and contractors.

2. Scope

This policy applies to all AlephYa Group schools across the UAE, KSA, and Oman. It includes guidelines for outdoor activities, transport operations, construction or maintenance work, and any scenario involving exposure to environmental extremes.

3. Definitions

- **Red Break:** A designated time during which students remain indoors due to unsafe weather conditions.
- **Heat Index:** A combination of air temperature and relative humidity, reflecting the perceived temperature.
- **Inclement Weather:** Includes but is not limited to high heat, heavy rain, fog, thunderstorms, and sandstorms.
- **Relative Humidity:** The moisture content of air expressed as a percentage of the maximum it can hold at a given temperature.
- **TWL (Thermal Work Limit):** Maximum safe work rate in hot conditions, considering heat dissipation.
- **Heat Exhaustion:** A heat-related illness that occurs when the body loses water and electrolytes due to excessive sweating after exposure to high temperatures.
- **Heatstroke:** A life-threatening emergency caused by the breakdown of the body's cooling mechanisms, resulting in a core body temperature exceeding 40°C. Symptoms may include headache, dizziness, confusion, and unconsciousness.
- **Hydration:** The process of maintaining an adequate balance of fluids in the body, critical for preventing heat-related illnesses.

4. Responsibilities

4.1 Principals

- The Principal is responsible for ensuring a clear plan is in place for managing inclement weather and that it is communicated and implemented across the school.

4.2 HSE Officer/ Facilities Manager

- Monitor weather data daily via reliable sources (e.g., Weather Underground,).
- Issue Red Break alerts and risk assessments.
- Ensure training, PPE provision, hydration plans, and environmental control measures.

4.3 School Clinics

- Monitor the heat index daily using a reliable source such as Weather Underground, and communicate Red Break alerts to staff via email prior to the first scheduled outdoor break.
- Communicate weather-related safety alerts (e.g., for thunder, lightning, sandstorms, or poor air quality) to all staff in a timely manner.
- Share official summer and hot weather health guidelines from local authorities with staff and parents annually.
- Inform the leadership team of any updates in public health guidance related to extreme weather.

4.4 Staff

- Review heat index updates shared by the Clinic Team and adjust lesson plans or outdoor activities in accordance with the requirements of this policy.
- Coordinate outdoor activities with care during warmer months, prioritizing moderate to high-intensity sports during cooler periods.

5. Procedure

5.1 General Guidance

All schools must take proactive measures to ensure the health and safety of students, staff, and visitors during periods of extreme or inclement weather. Risk assessments must be conducted when weather conditions are likely to impact routine activities, with appropriate control measures implemented without delay.

5.2 Heat Index Monitoring and Red Breaks

The **heat index**—or "apparent temperature"—combines actual air temperature with humidity to reflect how hot it feels to the body. It is a critical tool for determining when outdoor activities must be restricted.

5.3 Monitoring Requirements

- The Clinic Team must monitor the heat index twice daily, including 30 minutes before scheduled breaks.
- Reliable sources such as Weather Underground, must be used for consistent readings.
- A Red Break must be declared when the heat index reaches or exceeds 38°C, or in earlier stages if symptoms or vulnerability concerns are identified.

5.4 Heat Index Overview

The heat index combines air temperature and humidity to reflect the "felt" or apparent temperature.
It will be measured daily, or more frequently if needed, during warmer months.
The designated staff members will use a heat index monitor or reliable source to gauge the current heat index level.
Please refer to the chart below:

Caution (31 Below)	Extreme Caution (32 – 40)	Danger (41 – 53)	Extreme Danger (above 54)

Mild discomfort or fatigue with extended outdoor activity.	Increasing discomfort. Risk of heat cramps and early signs of heat exhaustion.	Strong likelihood of heat exhaustion. Heatstroke is possible with continued outdoor activity.	Very high risk of heatstroke or death. All outdoor activity should be suspended immediately.

Relative Humidity %

Temperature	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	49
40	45	47	49	43	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	59	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
3	34	36	37	39	40	41	43	44	46	47	48	50	51	53	54	55

Staff and students may be at risk of heat stress when engaged in physical activity in hot and humid conditions, especially when wearing uniforms or outdoor gear. Contributing factors include:

- Restricted sweat evaporation due to humidity or clothing
- Increased internal heat from activity

- Dehydration and elevated heart rate over time If heat gained by the body exceeds its ability to release it, symptoms of heat-related illness will develop and may escalate quickly.

5.6 Hydration and Nutrition

Proper hydration and nutrition are essential for preventing heat-related illnesses:

- All students and staff must have unrestricted access to drinking water throughout the day.
- Encourage regular hydration through frequent, small sips of water, aiming for 2 to 3 litres per day, with increased intake during physical activity or hot weather conditions.
- Electrolyte drinks may be provided for extended outdoor exposure based on medical guidance.
- Schools should discourage salty or fried foods before outdoor activity.
- Students and staff should be encouraged to self-monitor their hydration by being aware of common signs of dehydration, such as fatigue, dry mouth, dizziness, and reduced concentration.

5.7 Protective Measures and Shade Provision

All staff, contractors, and students must be adequately protected during periods of extreme heat.

- Staff and contractors are expected to wear appropriate protective items such as lightweight, breathable clothing, sun hats, UV-blocking eyewear, and sunscreen, especially when working outdoors.
- Students should be encouraged and supported to wear hats, use sun protection, and remain in shaded or cooled areas during outdoor activities.
- All individuals should bring a personal water bottle to stay hydrated throughout the day.
- Schools must ensure that sufficient shaded outdoor areas and cooled indoor spaces are available for breaks, physical education, and outdoor supervision during high-risk weather conditions.

5.8 Symptoms of Heat Stress

Staff must be trained to identify the early signs of heat-related illness, including:

- Muscle cramps, heat rash, fatigue, or fainting
- Nausea, dizziness, headache, or moist skin
- In severe cases: hot, dry skin, confusion, convulsions, or loss of consciousness Any case of suspected heatstroke must be treated as a medical emergency.

5.9 Emergency Response for Heat-Related Illness

In the event of suspected heat exhaustion or heatstroke:

- Move the individual to a cool indoor area.
- Provide water or electrolyte drinks in small sips.
- Apply cool, damp cloths, use fans, and loosen clothing.
- If symptoms worsen or the individual becomes unresponsive, call emergency services immediately.
- Monitor breathing and circulation while awaiting medical help.

5.10 Outdoor Activities and Physical Education

- Outdoor PE, sports, and playtime should be limited or rescheduled when the heat index reaches 38°C or higher, in line with Red Break guidelines.
- During Red Breaks or elevated heat index periods:
    - Only low-intensity activities are permitted outdoors, under shaded areas.
    - Ensure students wear protective clothing and sunscreen.
    - Provide frequent, supervised water breaks.

5.11 Thunderstorms and Lightning Protocol

- Upon detection of thunder or lightning, declare a Red Break immediately.
- All students and staff must remain indoors.
- Outdoor activities must not resume until 30 minutes have passed since the last thunderclap.
- Avoid open fields, metal objects, or tall structures during storms.

5.12 Air Quality and Sandstorm Response

- When the Air Quality Index (AQI) is elevated or sandstorms occur:
    - Suspend all outdoor activities.
    - Close all windows and doors.
    - Monitor and support students with respiratory conditions.
    - Notify parents and staff of protective measures in place.

5.13 Rain, Flooding, and Monsoon Conditions

- Before or during rain/flood events:
    - Secure outdoor equipment and check drainage systems.
    - Cancel or delay construction, PE, or maintenance outdoors.
    - Do not use electrical equipment outdoors unless it is properly rated.
- After rainfall:
    - Inspect outdoor areas for slips and electrical hazards.
    - Postpone any work at height if wind speeds exceed 30 km/h or conditions are unsafe.

5.14 Communication and Notification

- The **Clinic Team** is responsible for:
    - Issuing Red Break notices through email and internal communication channels.
    - Sharing summer safety guidelines issued by health authorities with staff and parents.
- **Principals and HSE Officers** must:
    - Ensure all weather-related notices are acknowledged and implemented by relevant staff.
    - Inform parents of any changes to school schedules or outdoor activities due to extreme weather.

5.15 Link to AlephYa Crisis and Disaster Management Policy

In the event of severe weather conditions—including extreme heat, flooding, sandstorms, or thunderstorms—any potential school closure, early dismissal, or large-scale operational disruption shall be managed in accordance with the procedures outlined in:

- AlephYa Group Crisis and Disaster Management Policy – Appendix 10: Severe Weather

This appendix provides detailed guidance on:

- Weather monitoring and emergency plan activation
- Communication with stakeholders
- Evacuation and shelter-in-place procedures
- Transport, pick-up zone, and infrastructure safety
- Post-event recovery and decision-making

The decision to close a school or alter regular operations due to environmental hazards must follow the approved Crisis Escalation Matrix and align with the Overarching Crisis Management Workflow.

All Principals, Heads of Department, and relevant leadership staff must be familiar with this process and prepared to activate emergency protocols as needed.

6. Implementation, Enforcement and Non-Compliance

6.1 Monitoring

Compliance with this policy — including Red Break implementation, outdoor activity adjustments, hydration practices, and protective measures — shall be monitored and enforced collaboratively by the following roles:

- **Clinic Team** – for heat index monitoring, student health oversight, and issuing Red Break alerts
- **Teaching Staff** – for ensuring student adherence during lessons, breaks, and PE
- **Principals** – for overseeing implementation at the school level and ensuring staff accountability
- **HSE Officers** – for conducting spot checks, verifying controls, and maintaining documentation

Support may also be provided by **administrative teams and security staff**, especially in outdoor or facility-related settings.

6.2 Non-Compliance

Failure to comply with this policy may result in:

- Restricted access to certain facilities or activities
- Disciplinary procedures for staff, in line with HR guidelines
- Denial of entry or engagement for visitors, contractors, or third-party providers

7. References

- Dubai Health Authority – Summer Safety Guidelines (2022)
- ADOSH-SF – Code of Practice CoP 11.0: Safety in the Heat, Version 4.0, July 2024
- Ministry of Health – Sultanate of Oman – Public Health Guidance on Working in Heat (latest version or local circulars)
- Saudi Ministry of Human Resources and Social Development – Midday Work Ban & Occupational Heat Stress Guidance
- NIOSH (U.S. National Institute for Occupational Safety and Health) – Criteria for a Recommended Standard: Occupational Exposure to Heat and Hot Environments (2016)
- ACGIH (American Conference of Governmental Industrial Hygienists) – Threshold Limit Values for Heat Stress and Strain
- Weather Underground – Real-time Heat Index Monitoring: **https://www.wunderground.com**
- World Health Organization (WHO) – Protecting Health from Climate Change: Guidelines for Health Risk Management in Hot Weather (Global)
- AlephYa Group Crisis and Disaster Management Policy – Appendix 10: Severe Weather
- AlephYa Group Crisis Escalation Matrix and Overarching Crisis Management Workflow