



Lone Working Policy & Guidance

1. Introduction

- 1.1.** Hackleton Parish Council recognises that staff are required to work by themselves in the community without close or direct supervision, sometimes in isolated work areas or out of office hours.
- 1.2.** Under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999 Hackleton Parish Council has a legal obligation to look after the health, safety and welfare of their employees and contractors. However, employees have responsibilities to take reasonable care of themselves and other people affected by their work.

2. Scope of the Policy

- 2.1.** This policy applies to all situations involving lone working arising in connection with the duties and activities of Hackleton Parish Council staff/ members/contractors.
- 2.2.** Lone workers include:
 - Those working at their main place of work where:
 - Only one person is working on/in the premises.
 - Home workers.
 - People who work separately from each other, e.g. in different locations.
 - People who work alone in the community / different locations.
 - People who work predominantly outdoors alone and at different locations in the parish.
 - People who work outside normal office hours.
 - Those working away from their fixed base where:
 - One worker is visiting another premises or meeting venue.
 - One worker is making a home visit to an individual.
 - One worker is working from their own home.

3. Aims of the Policy

The aim of the policy is to:

- Increase employee and councillors awareness of safety issues relating to lone working.

- Ensure that the risk of lone working is assessed in a systematic and ongoing way, and that safe systems and methods of work are put in place to reduce the risk so far as is reasonably practicable.
- Ensure that appropriate training is available so that employees are able to recognise risk and to provide practical advice of safety when working alone.
- Encourage full reporting and recording of any incidents relating to lone working.
- Reduce the number of incidents and injuries to staff related to lone working.

4. Responsibilities

4.1. Hackleton Parish Council is responsible for:

- Ensuring that there are arrangements for identifying, evaluating and managing risk associated with lone working.
- Providing resources for putting the policy into practice.
- Ensuring that there are arrangements for monitoring incidents linked to lone working and that they regularly review the effectiveness of the policy.
- Ensuring that all employees are aware of this policy
- Ensuring that risk assessments are carried out and reviewed regularly, putting procedures and safe systems into practice which are designed to eliminate or reduce risks associated with working alone.
- Managing the effectiveness of preventative measures through an effective system of reporting, investigating and recording incidents.
- Ensuring that appropriate equipment is given to staff to carry out their role / duties.
- Ensuring that appropriate support and equipment is given to staff involved in any incident.

4.2. Employees are responsible for:

- Taking reasonable care of themselves and others affected by their actions.
- Following guidance and procedures designed for safe working.
- Reporting all incidents that may affect the health and safety of themselves or others and asking for guidance as appropriate.
- Taking part in any training designed to meet the requirements of the policy.
- Reporting any dangers or potential dangers they identify or any concerns they might have in respect of working alone.

It is important that lone workers are considered for known medical conditions which may make them unsuitable for working alone. Any employee / contractor /

member who could be considered as a lone worker has a duty to advise the Chair to the Council or the Clerk of any medical conditions which may affect them working alone. Where a medical condition is known an assessment conducted through Occupational Health may be appropriate. Consideration will then be given to routine work and foreseeable emergencies which may impose additional or specific risks.

5. Guidance for Risk Assessment of Lone Working

- Is the person fit and suitable to work alone?
- Are there adequate channels of communication?
- Does the workplace or task present a special risk to the lone worker?
- Is there a risk of violence?
- Travelling to site or meetings - what procedures are in place? Is the equipment safe for individual use?

6. Good Practice for Lone Workers

- 6.1.** During work hours, all staff leaving the workplace (or home) should leave the details of where they are going and their estimated time of arrival back with another party – this can be a family member.
- 6.2.** If, during the trip away, any plans change significantly this should be communicated back to the other party – this can be a family member.
- 6.3.** When meeting with contractors, arrangements must be made to meet in a public place and not in their home. If at all possible, meetings should be arranged in a public place and not alone.
- 6.4.** If a visit is being made to a member of the public in their home, a Councillor must be informed of the visit and the approximate times. Meetings in private homes should be discouraged.
- 6.5.** Lone workers should have access to adequate first aid facilities and mobile workers should carry a first aid kit suitable for treating minor injuries with them.
- 6.6.** Lone workers should have a mobile phone and other personal safety equipment where this is necessary.
- 6.7.** Where possible, when locking premises, any internal areas to be checked should be done when there is more than one person in the building and no staff member / contractor / member should be left to unlock or lock a vulnerable building alone.

- 6.8.** All incidents must be reported to the Council. Employees/Members should ensure that all incidents, where they feel threatened or unsafe, are reported. This includes incidents of verbal abuse. Any member or employee who is faced with aggression/or conflict should seek to extricate themselves from the situation with the minimum of risk and get to a place of safety. They should ensure they do not get into any kind of argument with anyone who is being aggressive or threatening as this will serve to inflame the situation. If emergency assistance is required whilst out and about all employees should dial 999.
- 6.9.** A Member of Staff is at liberty to refuse to meet with a Council Member, Contractor, Member of the Public alone, if they feel threatened or feel it would be inappropriate.
- 6.9.** Whilst the Clerk of the Councils main place of work is their home, this is a private residence and, under no circumstances should Councillors or Members of the Public attend the premises without prior, written, approval from the Clerk.
- 6.10** A Member of Staff should not be alone where Members of the Public are being invited to attend e.g. a Parish Council Surgery, – a Councillor must be present at all times or the Parish Council Surgery will be cancelled / postponed.