

Holywell-cum-Needingworth Parish Council

LONE WORKING POLICY

1. Introduction

Holywell-cum-Needingworth 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.

2. Purpose

Under the Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999 Holywell-cum-Needingworth 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.

3. Scope

This policy applies to all situations involving lone working arising in connection with the duties and activities of Holywell-cum-Needingworth Parish Council staff.

Lone workers include:

Those working at their main place of work where:

- Only one person is working on the premises
- People work separately from each other, eg in different locations.
- People working outside normal office hours
- Staff working alone outside their normal work environment.

The aim of the policy is to:

Increase employee 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.

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.

Lone Home Working Responsibilities

To ensure that there are arrangements for identifying, evaluating and managing risk associated with lone working.

To provide resources for putting the policy into practice.

To ensure that there are arrangements for monitoring incidents linked to lone working and that they regularly review the effectiveness of the policy.

To ensure that all employees are aware of this policy

To ensure 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.

To manage the effectiveness of preventative measures through an effective system of reporting, investigating and recording incidents.

To ensure that appropriate support and equipment is given to staff involved in any incident.

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.

Lone Working Commitments

During work hours, all staff leaving the workplace should leave the details of where they are going and their estimated time of arrival back with another party.

If, during the trip away, any plans change significantly this should be communicated back to the other party. When meeting with contractors, arrangements must be made to meet in a public place and not in their home.

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.

Lone workers should have a mobile phone and other personal safety equipment where this is necessary.

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. If emergency assistance is required whilst out and about all employees should dial 999.

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.

Adopted at meeting of Holywell-cum-Needingworth Parish Council held on 3rd March 2020.

Last Reviewed 3rd March 2026

Signed.....

Miss J Bowd

Parish Clerk