

Lone Working

Introduction

Cuxton Parish Council recognises that its employee(s) are required to work by themselves for significant periods of time without close or direct supervision in the community, in isolated work areas and out of office hours.

Under the Health & Safety at Work Act 1974 and the Management of Health & Safety at Work Regulations 1999, Cuxton Parish Council has a duty of care to advise and assess risk for workers when they work by themselves in these circumstances. However, employee(s) have responsibilities to take reasonable care of themselves and other people affected by their work and to co-operate with their employers in meeting their legal obligations.

Scope of the Policy

This policy applies to all situations involving lone working arising in connection with the duties and activities of Cuxton Parish Council staff and Councillors when conducting work for the council in the community.

Definition

The Health & Safety Executive defines lone workers as “those who work by themselves without close or direct supervision”. This covers Cuxton Parish Council’s Clerk, Assistant Clerk and Street Cleaner who are required to carry out their duties for all or part of their working day working in isolation. There are a number of situations where the council’s employees may be expected to work alone. These may include but are not restricted to:

- Working alone in the council office
- Working alone as a street cleaner
- Driving on behalf of the Council

Aims

The aim of this policy is to:

- increase staff awareness of safety issues relating to lone working
- ensure that the risk of lone working is assessed, and that safe systems and methods of work are put in place to reduce the risk so far as is reasonably practicable.
- ensure that additional training regarding lone working is available to all staff if requested.
- ensure that appropriate support is available to staff who must work alone
- encourage full reporting and recording of all adverse incidents relating to lone working.

Responsibilities

Councillors and the Clerk are responsible for:

- ensuring that all staff are aware of the policy
- taking all possible steps to ensure that lone workers are at no greater risk than other employees

- identify situations where people work alone and decide whether a system can be adopted to avoid workers carrying out tasks on their own
- ensuring that risk assessments are carried out and reviewed regularly, with any new outcomes actioned promptly
- reporting, investigating and recording all incidents, with any necessary preventative measures taken as quickly possible.
- ensuring that appropriate support is given to staff involved in any incident
- providing a mobile phone and other personal safety equipment where necessary

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 and complete an accident form
- taking part in 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
- always maintain good communication to minimise risk.

Guidance for Risk Assessments of Lone Working

Risk assessment is essential to good risk management. Assessment will be carried out for and on behalf of all staff whose working practice makes them vulnerable. This includes staff that are site based but work in isolation as well as any mobile staff whose work takes them out into the community. Recommendations will be made to eliminate or reduce the risk to the lowest level reasonably practicable. A lone workers assessment will be completed

Risk assessments for site based lone workers will include:

- is the person fit and suitable to work alone
- safe access and exit
- risk of violence
- safety of equipment for individual use
- channels of communication in an emergency
- site security i.e. alarm systems and response to personal alarms
- level and adequacy of on/off site supervision

Risk assessments for mobile lone workers will, additionally, include:

- travelling between sites
- reporting and recording arrangements
- communication and traceability and personal safety/security.
- Following completion of the Risk Assessment consideration will be given to any appropriate action that is required.

Incident Reporting

An incident is defined as “an unplanned or uncontrolled event or sequence of events or near miss, that has the potential to cause injury, ill health or damage”. In order to maintain an appropriate record of incidents involving lone workers it is essential that all incidents be reported to the Clerk who will prioritise each incident and identify any immediate action. Staff should ensure that all incidents where they feel threatened

or “unsafe” (even if this was not a tangible event/experience) are reported. This includes incidents of verbal abuse.

Contacting/Involving the Police

The Council is committed to protecting its staff and councillors from violence and assault and will support criminal proceedings against those who carry out assault. All staff are encouraged to report violent incidents to the police and will be supported by the Council throughout the process. Except in the cases of emergency, staff should inform the Clerk of any incident immediately. The Clerk will thereafter take responsibility for contacting the police to report the details of the incident.

Support for Staff

Employees working for the Council should know that their safety comes first. Staff should be aware of how to deal with situations where they feel they are at risk or unsafe. Staff should also be able to recognise how their own actions could influence or even trigger an aggressive response. The Clerk will ensure that all lone workers' training needs are assessed and that they receive appropriate training if necessary

Immediate Support following a Violent Incident

In the event of a violent incident involving a lone worker, the Clerk will immediately ensure that the employee receives any necessary medical treatment and/or advice. If an incident occurs out of hours, the Council's Chair should be contacted. The Clerk will also consider whether the employee needs specific information or assistance relating to legal or insurance aspects. The Clerk will also ensure appropriate written and verbal reporting of any violent incident.

Lone Working for the Clerk

Where the items above relate directly to the Clerk as a staff member the appropriate controls will be exercised by the Council Employee Committee or, in an emergency, the Chair of the Council. During supervision meetings and Annual Appraisal, there should be an agenda item covering any issues related to lone working. Any concerns, training issues or requests for additional support should be shared and discussed as part of this item. Any issues arising must be remedied at the earliest opportunity

Good Practice for Lone Workers

During their working hours, all staff leaving the workplace should leave written details of where they are going and their estimated time of arrival back.

- If, in the course of a trip away from the office, plans change significantly, this should be communicated back to the office
- If the visit is assessed to have a sufficient risk, arrangements should be made with a colleague or councillor to check that a lone worker has returned to their base on completion of the visit. If possible, delay the visit until staff can be accompanied
- Telephone contact between the lone worker and a colleague/councillor may also be advisable. Staff should avoid being left on their own with a client in their workplace or leaving a colleague/councillor in this situation.
- Lone workers should have access to adequate first aid facilities and mobile workers should carry a first aid kit suitable for treating minor injuries – to be reported if used.

- Lone workers should be provided with a mobile phone and other personal safety equipment where this is necessary.
- Having collected all the relevant information, the worker should always think of their own personal safety;
 - What is the best time of the day to visit? Assess the situation. Is the worker familiar with the property locations? Consider the weather/visibility/seasons
 - Where is the most appropriate place to see this person?
 - Consider whether to take a colleague or councillor to the visit
 - The worker should ensure that someone knows where they are at all times and do not make last minute/unplanned visits.
 - If either a personal panic alarm or mobile is used check it is charged.
 - The worker should know where they are travelling and should check the route to avoid stopping and asking strangers for directions.
 - Park near street lighting or lit areas whenever possible.
 - Reverse into parking spaces to ensure a quick getaway.
 - Keep all doors locked whilst driving and keep valuables out of sight.
 - Once the visit is completed the worker should let someone know that they are safe.

Exemptions

Employees and volunteers are exempt from working alone in certain situations:

- Young persons under instruction in a fixed base (example work experience, helping with council tasks etc.)
- Where activities and work with substances/machinery could be hazardous to health.

Adopted 13 February 2020

