



Lone Worker Policy

Date Published	1st June 2016
Version	5
Approved Date	Sept 25
Review Cycle	1 year
Review Date	Sept 26

An academy within:



“Learning together; to be the best we can be”



Lone Workers Policy

Purpose of Policy:

To minimise risks to staff working alone or in remote areas.

Responsible Person(s):

Head Teacher, Governing Body and any member of staff who works alone or in remote areas.

Working alone will not be permitted in the following situations:

- In confined, locked or unfamiliar places
- In normally unoccupied or derelict premises
- In an unguarded area over deep or fast-flowing water
- Working at heights
- In unlit areas at night
- Using ladders which cannot be tied and require footing
- Meeting members of the public who have a record of violence

Procedures for people working alone:

ALL STAFF REQUIRED TO WORK ALONE OR IN REMOTE AREAS MUST BE AWARE OF THIS POLICY AND FOLLOW THE PROCEDURES.



- All hazards and risks associated with the intended tasks have been identified and minimised
- Adequate training and or instructions have been given
- The risk of violence has been minimised
- The competence, personal fitness and health of the person is suitable for the task
- Tasks requiring assistance (ie lifting heavy loads) must not be carried out alone
- A telephone, mobile phone or emergency alarm is available in the event of an incident
- The response time for assistance is acceptable
- A responsible person is aware of your working hours and location
- A system is in place for reporting on and off duty
- The number of hours working alone is kept to a minimum, or regular reporting procedures to confirm safety are in place.
- The responsible person will carry out the necessary checks if the reporting procedure has not been followed and take appropriate action.

Policy Review and Updates:

The policy will be reviewed for each member of staff who is required to work alone or in remote areas and for existing lone workers required to carry out different tasks. A separate risk assessment will be carried out where appropriate. See Appendix A 'Lone Working Risk Assessment' template.

**Children & Young People's Services
Appendix A**

Premises:

Work Activity: *Lone Working*

Assessor(s):

Date: 4th September 2025

RISK ASSESSMENT

Pages 1

Review date: annually or before if necessary



1. What could go wrong ?	2. Who might be harmed ?	3. Control measures at present	4. Further action required (if any)
<p>Illness</p> <p>Accidents</p> <p>Assault</p> <p>Allegations</p> <p>Road Traffic Accident</p>	<p>Lone worker</p>	<p>Assess the appropriateness of lone working for the particular task</p> <p>Introduce a 'buddy system' for welfare checks and reporting – including out of hours</p> <p>ie – in the evening both the site manager and cleaners should leave the building at the same time.</p> <p>.</p> <p>Anyone else visiting out of hours should have a pre agreed time and report in and out with a pre agreed person.</p> <p>Signing in / out procedures including destination and estimated time of arrival etc. and working</p>	<p>Written procedures for emergencies</p> <p>Emergency contact details kept up to date</p> <p>Appropriate training</p> <p>Copies of this policy given to staff it concerns.</p> <p>Staff working at other building to make sure they are aware of the appropriate policies and procedures for that building.</p> <p>Staff use the appropriate signing in system and ensure they also sign out.</p>



		<p>within pre- determined times with welfare calls / checks</p> <p>Route planning</p> <p>Having a good means of communication</p> <p>Emergency procedures eg. phone not answered, road traffic accident etc.</p> <p>Meetings must be pre-arranged.</p> <p>Working at heights should not be done whilst in the building alone.</p> <p>Horizon – staff working here should make themselves aware of the protocol and policies of this building, ensure they adhere to them and</p>	<p>If there are any issues, SLT are to be contacted.</p>
--	--	--	--



keep themselves safe during out of hours.

We have a cloud based signing in system so staff / visitor movements can be checked online