



Lone Worker Policy

Document Ref: POL/LON

Status: **Draft**

Version: **1.0-2026**

Date of Approval: **01/07/26**

Date of Next Review: **June 2028**

Document Review History:

VI.0-2026 Document created – BrightHR Template

LONE WORKER POLICY

1.0 POLICY STATEMENT

- 1.1 The council will avoid the need for employees to work alone where reasonably practicable. Where lone working is necessary, the council will take all reasonable steps to ensure the health and safety of employees working alone.

2.0 ROLES AND RESPONSIBILITIES

- 2.1 The council will ensure that a risk assessment is conducted and that arrangements are in place prior to employees working alone.
- 2.2 The Manager will ensure that:
- Lone working is avoided as far as is reasonably practicable;
 - Emergency procedures are in place so that members of staff working alone can obtain assistance if required;
 - A risk assessment is completed by a person competent to do so prior to employees working alone;
 - Any employee working alone is capable of undertaking the work alone;
 - Arrangements are in place so that someone else is aware of a lone worker's whereabouts at all times;
 - Persons working alone are provided with adequate information, instruction and training to understand the hazards and risks and the safe working procedures associated with working alone;
 - Training records are kept.
- 2.3 The person conducting the lone working assessment will:
- Give consideration to the greater risks to expectant mothers and young persons;
 - Involve the employee who is working alone in the assessment process and the development of safe working methods;
 - Advise the employee undertaking the lone working of the findings of the assessment;
 - Maintain a file of all lone working assessments.
- 2.4 Employees working alone will:
- Follow the safe working arrangements developed by the council for lone working;
 - Take reasonable steps to ensure their own safety;
 - Inform their line manager of any incidents or safety concerns.

3.0 LEGISLATION

- 3.1 Employers have a general duty under the Health and Safety at Work etc. Act 1974 to ensure the health, safety and welfare of their employees as far as is reasonably practicable, which includes providing safe systems, a safe place of work and suitable arrangements for employees' welfare.

- 3.2 Regulation 3 of the Management of Health and Safety at work Regulations 1999 requires a suitable and sufficient assessment of risks arising from work activities (including lone working) to be undertaken.
- 3.3 Regulation 13 of the Management of Health and Safety at Work Regulations 1999 requires employers to consider the physical and mental capabilities of employees when deciding on the tasks they will undertake.
- 3.4 Lone working is not permitted under certain legislation. It is prudent for employers to review any regulations specific to their business prior to allowing lone working.

4.0 OTHER CONSIDERATIONS

- 4.1 In relation to a lone working risk assessment consideration should be given to:
 - The remoteness of the workplace;
 - Potential communication problems;
 - The likelihood of a criminal attack;
 - Potential for verbal and physical abuse;
 - Vulnerability of lone workers to feelings of isolation, stress and depression;
 - Whether all the plant, equipment, materials, etc. Can be handled safely by one person;
 - Whether the person is medically fit and suitable to work alone;
 - How the lone worker will be supervised;
 - How the lone worker will obtain help in an emergency such as an assault, vehicle breakdown, accident or fire; and
 - Whether there is adequate first-aid cover.