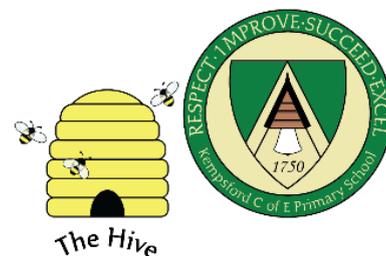


# Kempsford Church of England Primary School

“Together, we will RISE”

Kempsford, Gloucestershire, GL7 4EY  
admin@kempsford.gloucs.sch.uk

01285 810367  
kempsfordschool.com



# Lone Working Policy 2.0



## Document History

1.0	Sept 2024	New version of policy document approved
2.0	Sept 2025	No Changes

### **Aim:**

This School recognises that there may be an increased risk to the health and safety of its employees whilst working alone. This policy sets out our approach in both identifying these risks and adequately managing them. Any questions regarding its operation should be addressed to the headteacher.

### **Definition**

For the purposes of this policy, a lone worker is an individual who spends some or all of their working hours working alone. This may occur (1) during normal working hours at an isolated location within the normal workplace, (2) when working outside normal business hours. These are deemed to be from between 08:00 and 4:15 Monday to Friday, with flexible times for boiler checks and site inspections.

### **Legal Position**

Our duty to both assess and control any risks from lone working is governed by the Health and Safety at Work Act 1974 (HSWA). S.2 requires us to ensure, so far as is reasonably practicable, the health, safety and welfare of our employees. Similar duties are owed to other workers, such as agency temps under s.3 of the HSWA. This will be achieved by carrying out risk assessments in accordance with the Management of Health and Safety at Work Regulations 1999 (as amended).

### **Unacceptable Lone Working**

The following activities are not to be carried out by lone workers under any circumstances:

- Working at height. (above 50cm)
- Manual handling of heavy or bulky items.
- Transport of injured persons.
- Meetings with parents
- Working with dangerous equipment

### **Risk Assessment**

Our risk assessments will cover all work currently undertaken alone (or proposed to be), where the risk may be increased by the work activity itself, or by the lack of on-hand support should something go wrong. Once all job roles involving lone working have been identified, the following factors will be considered:

Risk of violence - All jobs involving an element of lone working will be assessed for a risk of verbal threats, or violence. The priority will be those involving face-to-face dealings with members of the public and/or cash handling.

The worker - The medical fitness of workers working alone will be assessed.

Access and egress - Some lone working may require access to locations which are difficult to access or exit. Assessments will consider whether these tasks are suitable to be carried out by one person.

Plant and equipment - Plant and equipment used by lone workers will be assessed to ensure that it is suitable for use by one person. Work at height - Working at height will not be undertaken when working alone.

Chemicals - Any existing, or planned use of chemicals will be considered with regards to their suitability for use by those working alone.

### **Control Measures**

In order to manage the risks identified, we have introduced the following control measures: Staff are required to lock themselves in the buildings when lone working. Staff must not arrange meetings with parents or members of the public when lone working. All meetings must be arranged during school occupancy times or when there is more than one member of staff on site for the duration of the meeting. Staff are required not to handle cash when lone working.

- Late meetings must finish promptly and where possible not leave one member of staff alone on site.
- Where one member of staff is left- they must be made aware they are alone and let the Headteacher know when they depart.
- Staff must not approach, or let into the buildings, unauthorised persons when lone working.
- All staff are required to inform Headteacher if they are lone working in school and inform on departure.
- All staff are required to inform a family member or friend that they are working in school and their expected time of return.
- Staff working at school must ensure that they are secure within the building.

Staff attending first alarm activations will attend alone however if there is a second activation prior to responding at the building from the first one, police are automatically informed and will be present. An outside check of the premises must be carried out, to ascertain if entry has been gained, before entering the school. If there is sign of an entry police support must be gained before entering the school. Please see section 5 regarding specific control measures.

### **Communication**

Staff are advised to:

- Avoid lone working wherever possible by arranging to work in pairs or as a group.
- Carry either a mobile phone or have access to a school telephone at all times when lone working.
- Let someone know you are coming into work, how long you expect to be and when you are leaving.
- Comply with fire evacuation procedures and attend fire assembly points, ensuring that you are cleared to leave the site in the event of an incident.

### **First aid**

For those working on our premises, first aid kits can be found in the staff kitchen.

### **Emergency procedures**

In the event that a lone worker falls ill, or into difficulties, they are to use their mobile phone/school phone to contact the Headteacher/Deputy Headteacher/Caretaker. Please ensure that you have contact numbers (see staff contact list).

**Access and egress:** Staff are required to consider weather conditions before coming into and while at work.

**Training**

Lone workers will be made aware of responsibilities through this policy and staff meetings.

**Line Managers**

It is the responsibility of the Headteacher, to monitor the tasks being carried out by staff. In particular, they are responsible for ensuring that any tasks described in section 6 are not carried out by one person alone. If the nature of the tasks change in any way, he/she must ensure that a new risk assessment is carried out. They also need to ensure that any lone worker follows good working practices and safe systems of work.

**Lone Worker Duties**

All lone workers are expected to cooperate fully with instructions given by the headteacher. They are also expected to follow the school's safe systems of work and any associated procedures. Failure to do so, may be a disciplinary offence.