



## Lone Working Risk Assessment

# Policy for Alternative Provision Providers used by County Durham Schools

Reviewed:	Reviewed By:	
	Name:	Signature:
July 2023	John Southeran	<i>J Southeran</i>
July 2024	John Southeran / Kim Turnbull	
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### Definition of lone working

For the purposes of this policy, a lone worker is an employee who spends some or all of their working hours working alone. Lone working does not cover individuals experience transient situations in which they find themselves alone, but where individuals are knowingly and foreseeably placed in circumstances in which they undertake work activities without direct or close supervision.

In practical terms, persons are considered to be working alone if they have neither visual nor audible communication with someone who can summon assistance in the event of an accident or illness.

### **Responsibility**

Under the Health and Safety at Work etc. Act 1974, Education Plus as an employer has a duty to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all its employees. These requirements are applicable to all work situations, including where staff (and others) are working alone or outside normal working hours.

### **Employee responsibility**

All employees have a responsibility to take care of their own safety and to cooperate with procedures. Employees should not knowingly place themselves in situations which expose them to additional risk by working alone.

If a person finds that they are placed in a situation, which may be considered to be that of a 'lone worker', then they should ensure that their line manager is made aware of the circumstances at the earliest opportunity and then assist in the process of identifying the steps needed to either prevent the lone worker situation from arising, or, if this is not possible, assist in developing the precautions necessary to ensure their own safety.

Lone workers have a responsibility to inform their line manager if they have any concerns over the effectiveness and efficiency of the agreed arrangements and also if there are any reasons why they would not be able to work alone or to continue to work alone in safety.

### **Identification of risks in relation to lone working**

- assessment of the risks to lone workers
- implementation of measures required to reduce the risks to lone workers, including appropriate staff training to minimise these risks
- evaluation of the control measures to ensure that risks to lone workers are appropriately managed.

### **Control measures**

- use two or more people if required (buddy system)
- provide staff with conflict resolution and Team Teach training
- first aid or emergency first aid at work training/provision of travelling first aid kits
- ensure staff are fully trained for the task and provide adequate information, instruction, supervision and training
- provide staff with mobile phone if required
- arrangements for dealing with emergencies
- arrangements for dealing with threats of violence.

## GENERIC RISK ASSESSMENT LONE WORKING

This risk assessment covers general activities which are of low risk, being undertaken at the convenience and discretion of the individual.

**Name of workplace**

Education Plus

**Categories staff covered by this assessment**

All staff

### ASSESSMENT OF OVERALL RISK

**Provided the control measures listed below are applied, risks will be adequately controlled**

**Name of line manager**

John Southeran

**Signature of line manager**

J Southeran

**Date**

June 2024

### HAZARD

### CONTROL MEASURE

#### Individual

**Medical fitness.** Is the employee subject to any medical condition that may place them at increased risk when working alone? [Where they may be in doubt refer the employee to Occupational Health]

The employee must ensure that any medical conditions which might be relevant to their working alone are fully discussed with their line manager and, if necessary, Occupational Health and own GP. Individuals must not work alone if any such condition is assessed as placing them at increased risk. Any person who requires assistance to get out of the building in an emergency must not work alone.

**Supervision:** What arrangements are in place to maintain contact with the employee?

The employee must comply with the out-of-hours log-in/out arrangements in operation within the building. Set up contact arrangements with staff and family members.

**Training & competency:** Has necessary information, instruction and training been given to the employee, and is the employee competent to carry out the work alone?

Any person authorised to be in the building outside normal hours must be fully competent to carry out the work safely and be fully conversant with emergency procedures.

## Location & premises

**Building security.** Is the building secure?

Access to the building is restricted to authorised personnel outside normal hours. In the event that the employee has concerns about security or suspects there is an intruder in the building they must contact Police .Do not confront the intruder. Lock door and await arrival of Police

**Access:** Is there a safe means of access/egress for the employee [consider lighting, personal security issues and means of escape in emergency]

Entrances in the vicinity of the building and car park are well lit. The employee should plan how to get to car/public transport after leaving, taking account of potential personal safety issues. Employee should consider use of a personal attack alarm.

**Emergencies:** Does the employee have access to emergency warning devices to raise the alarm in event of emergency eg fire alarm, motion sensors /manual device [panic alarms]

The employee must know local arrangements on how to respond in event of fire or other emergency.

**First aid:** Are there arrangements in place to deal with a situation where the employee becomes ill or has an accident? [access to First aiders and facilities]

First aiders are unlikely to be present. First aid boxes are available and contents checked regularly. In the event of an employee feeling unwell they should, if possible, return home or contact a director or Head of Site for assistance.

**Welfare facilities.** Is there adequate heating, lighting, access to drinking water and toilets?

The employee should be aware that heating/cooling in the area may be much reduced unless the business need for after-hours working has been established.

## Process/work activity

Use of computers and general office equipment	The employee should ensure their work station complies, and is set up in accordance with the standards for display screen equipment (DSE) and has undergone a DSE assessment. Employee should take regular breaks from DSE work.
Slip/trips/falls	Regular inspection of site to ensure that any trip hazards [torn carpets, uneven flooring, trailing cables, etc.] receive prompt attention. Individuals with temporarily impaired mobility must not work alone.
Electrical equipment	Ensure all equipment is electrically tested in accordance with recognised procedures. Electrical cables and plugs visually inspected for damage. Do not interfere with plugs or power supply.
Work with hazardous substances and or machinery	Not permitted/specific risk assessment and procedures to be in place
Single-handed lifting or handling of any load that is of such a weight as to cause injury	Not permitted/specific risk assessment and procedures to be in place
Handling cash	Not permitted/specific risk assessment and procedures to be in place

Review Date January 2024  
Signed J Southeran  
John Southeran