



Amanda Butler
Headteacher

LONE WORKER POLICY (Reviewed Nov 2019)

The Governing Body is committed to ensuring staff, volunteers and contractors enjoy a safe working environment. Lone working is to be actively discouraged and alternatives should be investigated. However, it is recognised that there are occasions when teaching, support, administrative, site and cleaning staff or contractors may be required, or choose, to work alone or in isolated situations. This method of working may introduce risks into a normally non-hazardous work activity.

Categories of lone workers:

Within St Luke's Church of England School, a lone worker will most probably fall within one of the following categories:

- Those who work in an otherwise unoccupied building
- Those who work in an isolated part of a building / school grounds
- Those responding to an alarm call out after normal school hours

Definition of lone working

Where staff are engaged in work (either outdoors or indoors) where there are no other people who could reasonably be expected to come to their immediate aid in the event of an incident or emergency.

Risk Assessment

It is the responsibility of the Headteacher (or a nominated Deputy) to ensure that all members of staff have read and understood the Lone Working Policy and Risk Assessment.

A risk assessment must be undertaken for each Lone Worker / lone working episode.

Hazards identified will be evaluated by the Headteacher / Health and Safety Co-ordinator for the likelihood of the hazard causing harm. Measures will be introduced if the assessment shows that existing precautions are inadequate to eliminate or adequately control the hazard. The risk assessment will be subject to review to ensure it is relevant and current to the workings of the school.

Contractors will be given a copy of the Lone Working Policy and Risk Assessment and will be required to complete an assessment relevant to the work they are undertaking before starting work. The contractor is required to fully comply with all aspects of the relevant Health and Safety Legislation whilst working on site at St Luke's CE School.



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Controls

Staff should seek the permission of the Headteacher, Designated Health and/or Safety Co-ordinator to work alone in the building outside of normal school hours.

The following individuals have keys to the building:

Headteacher

Deputy Head

School Business Manager

Site Controller

Arena Security

Cleaning Logistics

The experience and training of all staff and the activities to be undertaken will be taken into consideration before allowing lone working. Lone workers must be considered capable of responding correctly in an emergency situation by the Headteacher. Whenever possible it is recommended that staff work with a partner.

Cleaning Logistics provide an early morning cleaning service to the school. They have their own risk assessments in place for their own staff. Where possible, the cleaners work in pairs, including when undertaking the cleaning of the separate nursery building.

Staff should not enter the school premises if there are signs of a break in or intruders. Normally the intruder alarm will have been activated, Arena Security monitor the alarm system, are first call key holders and would call the police.

Staff should lock doors when lone working and ensure that areas of the school not in use are kept secure. Staff must not place themselves in danger by challenging intruders or vandals but should call the police for assistance.

Staff should not work alone if they have medical conditions that might cause incapacity or unconsciousness.

All lone working staff should establish and record on their risk assessment their own checking in and out system with family, friends or work colleagues. It is advised that lone workers provide a relative or friend with a telephone contact number (Headteacher, Site Controller, School Business Manager) to call if the lone worker fails to return home at the expected time.

Staff working alone have a responsibility for making themselves familiar with and following the school's safety procedures and location of safety equipment.

Contractors should have access to their own first aid kit suitable for treating minor injuries.



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St. Luke's Church of England School

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During out of hours and school holidays, it is not possible to make inbound calls to the school, but the telephone system does allow for outbound dialling. If staff rely on mobile phones they must ensure that their network has good reception within school. Although phones can give extra reassurance, they do not provide complete protection and staff should still be alert for their own personal safety at all times.

Lone workers should not undertake activities that involve the handling of money, working at height, any task that has been identified as medium or high risk or which are potentially hazardous given their own level of experience and the nature of the task. Staff working at height must follow St. Luke's Church of England School's Working at Height Procedures.

All school personnel are reminded about the importance of maintaining a healthy work/life balance.

It is the responsibility of all school personnel and contractors to adhere to the lone working procedures and to report any difficulties, failure of equipment or general concerns on health and safety to the Headteacher. If members of staff fail to follow procedures designed to protect their safety, this could result in a disciplinary matter as they will have contributed to their injury.

The School respects the right of the employee to refuse to carry out work where there is a serious and imminent risk of danger. They also can advise others to do the same without being dismissed as a result. Staff should be proactive in bringing to the attention of Headteacher any aspect of work related risks.

The Headteacher and/or Lead Governor for Health and Safety will regularly monitor the implementation of these procedures. Following any incident an investigation will be carried out and its findings used to inform change to procedures and working practices.

Useful policies to use in conjunction with this policy

Lone Worker Risk Assessment
Health & Safety
Traffic management plan
School trip risk assessments
Critical Incident plan
Snow and Ice Clearance

Reviewed by:

Date:

Authorised by:

Date:

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