



**GESHER SCHOOL**  
ENGAGE EMPOWER EDUCATE

# Lone Working Risk Assessment & Policy

**2020-2021**

Date	Review Date	Coordinator	Nominated Governor
October 2020	October 2021	Tamaryn Yartu	Per Simonsson

# 1. Lone Working Definition

For the purposes of this policy, a lone worker is an individual who spends some or all of their working hours working alone. Lone working is not where 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.

Lone Working at Gesher School is likely to occur mostly outside of Term time and as a result of staff's own choice to come in.

Security is not on site outside of School hours or in School Holidays, unless this has been planned and approved by the Headteacher. Staff choosing to come in must understand this and adhere to the measures outlined in this risk assessment.

Lone workers will fall into one or more of the categories below. These categories include:

- Category One: Staff working on the school premises outside of normal working hours.
- Category Two: The caretaker and cleaning staff who may work out of hours.
- Category Three: Key holders on a call out.

# 2. Responsibility

Under the Health and Safety at Work etc. Act 1974, Gesher School 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. There is also contained in the legislation a general duty of care to protect students and members of the public. These requirements are applicable to all work situations, including where staff (and others) are working alone or outside normal working hours.

# 3. Employee responsibility

All employees have a responsibility to take care of their own safety and to cooperate with Gesher School's 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 the Headteacher 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 the Headteacher 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.

## **4. 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
- Evaluation of the control measures to ensure that risks to lone workers are appropriately managed.

## **5. Control measures**

- Ensure safe systems of work
- Ensure adequate first aid or emergency first aid at work training/provision is supplied along with travelling first aid kits
- Ensure staff are fully trained for the task and provide adequate information, instruction, supervision and training
- Ensure staff bring mobile phones
- Identifying the health of lone workers; have they medical conditions and/or disability which would make it unsuitable and/or unsafe for working alone?
- Ensure arrangements for dealing with emergencies are in place
- Ensure arrangements for dealing with threats of violence are in place
- Lone Workers to notify someone of intended time to arrive at work and their intended time to leave.

**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. It does not cover work with any hazardous machinery and/or substances, or the lifting/handling of loads that could cause injury, which should be subject to a specific risk assessment

<b>School/academy</b>	Gesher School
<b>Department</b>	N/A
<b>Categories of staff/students covered by this assessment</b>	Teachers Therapists School leaders Administration Staff Governors
<b>Location of lone working</b>	Gesher School
<b>Likely reasons for lone working</b>	Visiting school on their own outside of school hours
<b>Periods when lone working will occur</b>	Outside of School hours

**ASSESSMENT OF OVERALL RISK**

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

<b>Risk Assessment Coordinator</b>	Tamaryn Yartu
<b>Signature</b>	
<b>Date</b>	

<b><u>HAZARD</u></b>	<b><u>CONTROL MEASURE</u></b>
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**Individual**

<b>Medical fitness.</b> 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.
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<p><b>Supervision</b> What arrangements are in place to maintain contact with the employee?</p>	<p>Employee to inform Headteacher of the hours they will be working</p> <p>Employee must bring a mobile phone with them when lone working and have contact details for:</p> <p>Senior Leadership</p> <p>Chair of Governors</p> <p>CST – 0800 032 3263</p>
<p><b>Training &amp; competency:</b> Has necessary information, instruction and training been given to the employee, and is the employee competent to carry out the work alone?</p>	<p>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.</p>
<p><b>Location &amp; premises</b></p>	
<p><b>Building security.</b> Is the building secure?</p>	<p>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 the Police and CST Do not confront the intruder. Lock door and await arrival of the Police and/or CST</p>
<p><b>Access:</b> Is there a safe means of access/egress for the employee [consider lighting, personal security issues and means of escape in emergency]</p>	<p>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.</p>
<p><b>Emergencies:</b> 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]</p>	<p>The employee must be aware of Geshher fire and security protocols</p>
<p><b>First aid:</b> 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]</p>	<p>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 return home or if serious contact emergency services.</p>

<b>Welfare facilities.</b> 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.
<b>Process/work activity</b>	
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

HAZARD(s)	RISK LOW (L), MEDIUM (M) OR HIGH (H)	CONTROL MEASURES	RISK AFTER CONTROL L / M / H
<b>INDIVIDUAL:</b> Identify any hazards specific to the individual, which may create particular risks for lone workers e.g. medical conditions, female, age, inexperience, etc.	Upon entering and leaving the building when it is dark – verbal/physical violence from	Employees to leave before nightfall wherever possible.  Employees to let someone	L

	<p>nearby residents. (L)</p> <p>An individual falling ill suddenly (L)</p>	<p>know they are working at Gesher and what times they expect to do so.</p> <p>Employees should make adequate use of the First aid boxes available. Employees should return home or if serious contact emergency services.</p>	L
<p><b>LOCATION AND PREMISES:</b> Identify any hazard specific to the workplace /environment, which may create particular risks for lone workers.</p>			
<p><b>EQUIPMENT:</b> Identify any hazards specific to the work equipment, which may create particular risks for lone workers eg working at height.</p>			
<p><b>TRAINING:</b> Identify necessary information, instruction and training.</p>			
<p><b>OTHER:</b> Please specify</p>			

ADDITIONAL CONTROL MEASURES TO BE APPLIED TO REDUCE RISKS	
