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Thurston Parish Council Lone Worker Policy.

Policy Statement

The purpose of this policy is to ensure that there are adequate systems in place to ensure the health, safety and welfare of lone workers in order to reduce the risks of lone working as far as is reasonably possible and practicable

1. Introduction

The Council's employees are expected to work alone because of the nature of their jobs. Whilst working alone is not in-itself unsafe there may be circumstances where lone working can increase risk to an employee.

This policy applies to employees and councillors and for the purposes of this policy lone working is defined as anyone who works in isolation from their colleagues without close or direct supervision.

Employee examples include:

- Office staff alone in the Parish Office;
- Parish Councillors alone in the Office;
- Parish Councillors and Staff working alone in premises outside of the Council's office

Examples of lone working outside of the office include but are not limited to:

- Visiting Recreation Ground/Pavilion
- Inspecting play equipment on the Recreation Ground/New Green Play Area/Heath Road Play Area
- Meeting with contractors on site
- Attending site and changing information on noticeboards
- Carrying out litter picking duties
- Carrying out village maintenance

2. Organisation and Arrangements

Thurston Parish Council is responsible for:

- The lone working arrangements of employees and councillors
- Determining the contents of this policy;
- Ensuring that there are arrangements for identifying, evaluating and managing risk associated with lone working;
- Ensuring compliance with the policy and providing resources for putting the policy into practice;
- Making sure that employees and councillor are aware of this policy;

- Making sure that support is given to employees and councillors involved in any incident.

The Parish Clerk is responsible for:

- Making sure that risk assessments are carried out;
- Reporting any incidents to the Council.

All employees and councillors are responsible for:

- Taking reasonable care of themselves and other people who may be affected by their actions;
- Following rules and regulations laid down by the Council;
- Reporting incidents that may affect the health and safety of themselves or others;
- Reporting dangers or concerns they may have;
- Recognising potentially high-risk activities and putting in place arrangements to mitigate risk associated with working alone;

3. Lone Worker Guidance

- Carry a mobile phone with you if you have one;
- Do not put your-self at undue risk;
- Discuss any concerns with the Parish Clerk or the Chairman;
- Plan the visit – let someone know time of leaving, where you are going and estimated time of return;
- Try to avoid confrontation. If a situation develops try to remain calm. If violence is threatened try to withdraw from the situation or call for help;
- If in the office, ensure that the outer door of the Office is locked outside of public opening times;
- Whilst it is appreciated that the Clerk and Administrative Assistant have to be available to meet members of the public, this should be during office opening hours;
- Ensure that the inner stable door to the office is kept locked at all times;
- Access to the Parish Council rear office should be by invitation only.