



## Millbrook Parish Council Lone Worker Policy

### Introduction

Lone workers can be anyone who works by themselves without close or direct supervision, e.g., home workers, persons working in an office on their own, people working outside normal hours on their own, staff who have to travel on their own to other locations for work away from an office base.

This policy applies to all members of staff

### People and Their Duties and Responsibilities

The parish council has responsibility for:

- Taking a legal “duty of care” to all of their employees and volunteers to provide them with a safe system of work
- Regularly reviewing, documenting, updating, and communicating working practices and procedures to all paid staff and volunteers
- Putting in place working practices and procedures identified in risk assessments to reduce risk
- Ensuring that all staff and volunteers are trained and understand what is required of them.
- Knowing where employees and volunteers are during working hours
- Ensuring that employees and volunteers follow agreed practices and procedures
- Raising lone working issues with the staffing committee
- Learning any lessons and putting revised plans into action where necessary
- Ensuring that anyone working alone is medically fit to do so

All lone workers are responsible for:

- Taking a legal “duty of care” for their colleagues
- Informing the Council of any medical condition that may have a detrimental impact on their work
- Carrying and using all equipment provided for their safety e.g., personal alarms and mobile phones and making sure batteries are working



- Understanding the risks that affect them and not taking unnecessary risks
- Raising any issues or concerns with the Clerk or in the case of the Clerk discussing issues with the Chair of the Council.
- Keeping in contact with a designated person whilst working alone
- Informing the designated person of any changes to their movements or if their vehicle breaks down
- Ensuring that they know where they are going – using on line maps or taking physical maps with them before embarking on a journey
- Knowing what to do if threatened verbally or physically (see below)
- Reporting immediately to the Clerk if they experience anything unpleasant, no matter how trivial
- Ensuring that a record is made of the date, time and location of any incident. Clerk to maintain formal record of any incident.
- Ensuring that an outside individual will take action if they do not return home when expected (where a phone call cannot be made to the office, e.g., attending a meeting out of normal working hours)
- When working after hours in the parish council office, ensuring that all external doors are locked to prevent uninvited visitors/intruders.

## **Action to be taken if you are threatened verbally or physically**

- If you are in a position to do so, get out as quickly as possible
- If you are not near an escape route, withdraw to a room, barricade yourself in, smash a window, scream FIRE (it is proven to be more successful than HELP).
- Do not feel embarrassed about causing a scene, do all you can to attract attention
- Call 999 on your mobile phone and remember to tell them your address
- If possible, dial 999 again on terrestrial phone as the call will be traced automatically.



Date	Minute	Notes
06/01/2022	5(iv)	<p>Reviewed by the Staffing Committee during the Staffing Committee meeting held on Thursday 6<sup>th</sup> January 2022</p> <p>The following amendments were recommended</p> <ul style="list-style-type: none"><li>• Council's sick pay (Occupational Sick Pay): Remove 'to be deleted if the council decides to pay SSP only'.</li><li>• Remove '<i>your normal basic rate of pay exclusive of overtime/allowances during periods of sickness absence of up to [xxx weeks] [and half pay for a further xxx weeks]</i>'. This occupational sick pay will be for absences due to sickness calculated over the previous 52 weeks'.</li></ul> <p>Insert after 'It is the Council's policy to pay..... '<i>in accordance with your contract of employment</i></p>
19/01/2017		Policy adopted