Lone Worker Policy

Introduction and purpose:

At EDE'S UK LTD, we understand that the nature of our work occasionally requires employees to work alone. We recognize that while lone working can be essential, it brings specific risks that must be effectively managed. This policy outlines the necessary actions and systems to ensure that employees can safely work alone and can raise an alarm if assistance is required, particularly in situations that may be potentially hostile or abusive.

Health and safety legislation does not prohibit lone working; however, it is imperative that employees are not exposed to a higher level of risk compared to those working alongside colleagues. Under Section 2(1) of the Health & Safety at Work Act 1974, we have a general duty to ensure, so far as is reasonably practicable, the health, safety, and welfare of employees while they are at work.

This policy provides a framework for assessing risks associated with lone working and details the arrangements for effective planning, organization, control, monitoring, and review necessary to safeguard our employees. Additionally, we are committed to assessing the risks of violence to staff and implementing necessary protective measures.

Lone working role and risk assessments and procedural evaluation:

Lone workers are defined as those who work in any situation or area without other persons nearby. For example, if an individual called for help and their call could not be heard by any other staff member, they would be classified as a lone worker.

Establishing safe working arrangements for lone workers is as crucial as ensuring the safety of all employees. The risks that lone workers face must be reduced to the lowest level that is reasonably practicable.

Managers are responsible for identifying and assessing the risks to the health and safety of employees who are working alone. They must perform comprehensive lone working risk assessments in all areas of work where working alone poses a potential risk.

Risk Assessment Process:

1. Identify Hazards: Recognise all potential hazards associated with tasks performed while working alone, including physical risks and threats of violence.

2. Evaluate Risks: Assess the severity of these risks to determine who may be affected and in what ways.

3. Control Measures: Identify and implement necessary actions to eliminate or reduce these risks to an acceptable level.

4. Document Findings: Ensure all findings from the risk assessment are documented, including control measures put in place.

5. Review and Monitor: Regularly review and monitor the effectiveness of the control measures to ensure continued safety and compliance with legal obligations.

By maintaining a proactive approach to risk assessment and management, EDE'S UK LTD aims to ensure the safety and well-being of all employees, particularly those who may find themselves in vulnerable situations while working alone.

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