



Lone Working Policy

The Positive Impact Group

Effective Date

June 2026

Review Date

June 2027



Introduction

Lone workers spend some or all their working hours alone for a variety of reasons: they may work in an isolated location, be at a client's or customer's premises, work from home or may simply be working outside normal office hours. In any case, the Company recognises that working alone may involve an increased risk to the health and safety of its employees. Consequently, the Company has a policy that helps to ensure that it succeeds in its responsibility to manage the risks faced by its employees.

- Under the terms of the Health and Safety at Work Act 1974, the Company has a duty to ensure the health and safety of its employees as far as is reasonably practical.
- The Management of Health and Safety at Work Regulations 1999 place a duty on the Company to assess the degree of risk in the workplace.

Aims of the Policy

- To ensure the safety of lone workers when exercising their duties in the absence of any colleagues or supervisors, and
- To ensure that the Company complies with all its legal obligations.

Risk Assessments

The organisation will carry out risk assessments on all types of work that are (or are likely to be) undertaken alone, with regard to the following factors:

- Risk of Violence (particularly when handling money or dealing with the public)
- Equipment (must be suitable and safe for use by one person)
- Location
- Materials (all materials used are suitable for use by one person)
- Proximity to Help

Procedures

All lone workers should adhere to the following guidelines when working alone:

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- Avoid unnecessary out-of-hours working where possible.
 - Notify James Armson/David Strong if you intend to work outside normal hours.
 - Familiarise yourself with your location, fire safety procedures and escape routes in the event of an emergency.
 - Where possible, ensure that you have keys to all entrances and exits and keep them always locked.
 - Do not allow unexpected visitors in unless they carry sufficient identification.
 - Familiarise yourself with the alarm system at your location.
 - Ensure that you leave your contact details with James Armson/David Strong.
 - Make sure that people at home are aware of your movements.
 - In the event that you feel unwell, seek help immediately and if necessary, call 999.
 - Under no circumstances should you ever undertake the following activities: consumption of any substance that may impair judgment and be detrimental to the Company, or any activity that poses a high risk of injury.

Control Measures

- Checks of employees located within the Company premises or property will be made every 2 hours. This is because some employees may travel beyond the specified time.
- Employees working elsewhere than on Company premises must call in every [3 hours] [at the beginning and end of each day] during normal working hours. Such Employees will also be provided with a first aid kit that they must ensure remains adequately stocked.
- All Lone workers will have a mobile phone, which they must ensure they keep charged and switched on while working and have updated contact numbers.
- In the event of an emergency, the main points of contact will be as follows: James Armson/David Strong.
- All lone workers must comply fully with this policy and with any complementary instructions received from the Company. Failure to do so may constitute a disciplinary offence.

This policy is reviewed annually.

Overall responsibility lies with the Director, who liaises with the Senior Leadership Team to ensure a robust and sustainable model of Leadership.

Signed by Director

A handwritten signature in black ink, appearing to read 'James Armson', with a stylized, elongated final stroke.

James Armson

