**Lone Working Policy**

At Scallywags we aim to ensure that no member of the team is left alone

working in either a room alone or within the building at any time. However, there may be occasions when this isn’t always possible due to:

* Toilet breaks
* Lunch cover
* Nappy changes
* Comforting a child that may be unwell in a quiet area
* Following a child’s interest, as this may lead staff away with a child to explore an area
* Supporting children in the toilet area
* Individual duties of team members e.g. management, opening and closing the setting, carrying out cleaning or maintenance at the settings and staff operating outside operating hours.
* Supporting children in the sensory room

**We always ensure that legal staff: child ratios are maintained, and CCTV is in operation in the church and outside.**

It is the responsibility of both the employees and Managers to identify the hazards and minimise the risks of working alone.

On the rare occasions, that lone working within a room does take place we take into

consideration:

• how staff can manage with a variety of tasks such as talking to parents and supervising children safely

• That each member of staff required to work alone has the required qualification/training and/or skills for the role; e.g. holds a level 3 qualification,

paediatric first aid, safeguarding and child protection training and basic food hygiene

• That staff members working alone are competent in their role and confident to lone

work

• That the staff member can call on others in an emergency, including procedures if there was a fire evacuation or lockdown

• There are procedures in place to check in on the staff member and cover for breaks

• The member of staff and children are always safeguarded (relating to

safeguarding/child protection policies)

• Ratios are always maintained

Employee’s responsibilities when left in the building alone

• To make a member of the management aware of when they are working and make plans to check in at their expected time of completion of the work

• To ensure they always have access to a telephone in order to call for help if they need it, or for management to check their safety if they are concerned

• Report any concerns for working alone to the management as soon as is practicably possible.

Management’s responsibilities when left in the building alone

• To ensure staff working alone are competent and confident to carry out any safety

procedures e.g. fire evacuation

• To ensure that the employee can contact them or a member of the team even if their lone working is outside normal office hours (i.e. access to a phone,

contact numbers of someone they can call)

• To check that the employee has someone they can contact in the event of an

emergency, and the numbers to call

• To ensure that employees can access a telephone whilst lone working

• If reporting in arrangements have been made and the employee does not call in, to

follow it up.

Where necessary risk assessments are also completed for these occasions including hazards and risks and how these are controlled.

Signed on behalf of the pre-school…Chris Jones

Adopted 08.10.24

Reviewed 15.01.25. 05.08.25