

10 Steps To Protect Your Lone Workers in 2026

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Protect Your Lone Workers in 2026

UK employers face increasing scrutiny over how they assess and manage the risks associated with lone working. The Health and Safety Executive (HSE) makes it clear that employers must take reasonably practicable steps to protect employees working alone and ensure that they are not exposed to unnecessary risk.

Whether your workforce includes healthcare staff visiting patients, engineers travelling to remote sites, or employees closing premises late at night, a consistent, documented and proactive approach to lone worker safety is essential.

Employers must ensure risks are assessed, control measures are implemented, and workers have access to appropriate support and emergency procedures. This guide outlines ten practical steps to help organisations protect lone workers while meeting UK health and safety expectations.

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1 Understand the Legal Landscape in 2026

In the UK, employers have a clear legal duty to protect employees working alone. The Health and Safety at Work etc. Act 1974 places a responsibility on employers to ensure, so far as reasonably practicable, the health, safety and welfare of their employees.

This duty is supported by the Management of Health and Safety at Work Regulations 1999, which require employers to carry out suitable and sufficient risk assessments and implement appropriate control measures.

The Health and Safety Executive (HSE) recognises that lone working can increase risk because help may not be immediately available in an emergency. Employers must therefore take additional steps to ensure lone workers can raise the alarm and receive assistance quickly.

UK regulators and insurers increasingly expect documented lone worker protection measures supported by recognised monitoring standards such as:

- **BS 8484** for lone worker device services
- **EN 50518** for Alarm Receiving Centres (ARCs)

Additional legal considerations may include:

- The Corporate Manslaughter and Corporate Homicide Act 2007
- Working Time Regulations 1998
- Violence at Work guidance issued by the HSE

Failure to properly assess and manage lone worker risks can lead to enforcement action, fines, or serious reputational damage.

References

1 - <https://www.hse.gov.uk/lone-working/>



2 Know Who Your Lone Workers Are

Lone workers are those who carry out tasks in isolation without direct supervision. This doesn't just mean people working remotely – it includes staff:

- Working late or early in offices, labs, or retail environments
- Travelling between appointments (e.g. engineers, salespeople, carers)
- Working at height or in confined spaces
- Operating equipment alone in isolated areas of factories, warehouses, or farms
- Delivering goods or performing maintenance off-site

Accurately identifying who qualifies as a lone worker is essential for applying the right level of protection.

In 2026, hybrid roles and decentralised teams mean many employees may only occasionally be lone working – but each instance still requires risk management.



3 Conduct and Maintain Risk Assessments

UK health and safety regulations require employers to carry out suitable and sufficient risk assessments. For lone working, assessments should evaluate:

- Environmental risks (e.g. weather, traffic, remote locations)
- Task-related risks (e.g. heavy lifting, machinery, working at height)
- People risks (e.g. dealing with aggressive customers, working in public)
- Health risks (e.g. sudden illness, mental health concerns)

Assessments must be written down if you have three or more employees, in line with HSE expectations. They must be living documents, updated when:

- Roles change
- Incidents occur
- Seasonal risks arise
- Work locations or site conditions alter



Failure to Update Procedures Leads to Safety Gaps

In 2023, an UK housing support organisation came under review after several incidents involving antisocial behaviour at residential sites. The HSE found their lone worker protocols had not been updated to reflect the increased risk, leading to the recommendation of duress alarms and more frequent supervision¹.

References

1 - <https://www.hse.gov.uk/lone-working/>

4 Identify and Address the Full Range of Risks

Lone working isn't inherently dangerous, but when something goes wrong, outcomes are often worse due to the lack of support.

Risks to consider:

- Slips, trips and falls – without immediate aid being available
- Assault or threatening behaviour from the public
- Driving accidents, particularly in poor weather or rural areas
- Working at height or with machinery, with no one nearby to assist
- Mental health impact of isolation and high-pressure situations



The Health and Safety Executive (HSE) advises employers to consider both foreseeable and situational risks when managing lone working activities.¹

References

1 - <https://www.hse.gov.uk/lone-working/>

5 Create a Compliant Lone Working Policy

Your lone working policy should outline how your organisation protects those who work alone. A strong UK lone working policy should include:

- Who qualifies as a lone worker
- How risks are assessed and mitigated
- Which safety equipment and systems are provided
- What to do in case of emergency
- How devices should be used and monitored
- Data privacy and employee responsibilities
- Policy review mechanism



As of 2025, having a lone-working policy isn't just best practice — it's a clear expectation of health and safety management.

Your policy should be practical, distributed to all affected staff, and regularly reviewed.

Almas Industries provides a free step-by-step policy creation template to clients, ensuring you're aligned with the latest guidance and insurance requirements.

6 Choose the Right Lone Worker Safety Devices

Technology can be a critical part of modern lone worker safety programs. Devices should be chosen based on job role, environment, and risk level. Types include:

- Panic Alarms – to call for help in case of emergency
- Duress Alarms – triggered subtly if under threat
- Man-Down Devices – detect falls or lack of movement
- Discreet Wearables – watches, fobs, or ID card-style devices
- Lone Worker Apps – for lower-risk roles with mobile phones

Key factors to consider in 2026:

- Does the device have reliable connectivity in your workers' locations?
- Is it comfortable and practical to wear during their shift?
- Is location tracking GDPR-compliant and only active during working hours?
- Are alerts monitored by an accredited Alarm Receiving Centre (ARC)?

For higher-risk environments, devices should comply with **BS 8484**, which allows police escalation when an emergency alarm is confirmed.

The best device is one your team will actually use.



7 Set Up Effective Emergency Response Protocols

It's not enough to issue a device – you must define what happens when an alert is raised. This includes:

- Who receives the alert (internal or ARC)
- What checks are made before escalating
- What action is taken – e.g. phone call, site visit, emergency services
- How events are documented

ARC monitoring ensures 24/7 coverage and transfers response responsibility from your internal teams. If self-monitoring, you must guarantee rapid, trained responses at all times – evenings, weekends and holidays included.

Response times should meet EN 50518 standards: alerts qualified within 30–60 seconds.

In 2023 a maintenance engineer working alone at a remote utility site in northern England suffered a fall while inspecting infrastructure. The worker's man-down device triggered an alert to an ARC, which immediately contacted the employee and dispatched emergency services.

Rapid response meant the worker received medical attention quickly, significantly reducing the severity of the incident.



8 Train and Empower Your Workforce

Awareness and training are essential for lone worker safety systems to be effective. Employees should be trained on:

- How to identify risks and stay vigilant
- When and how to raise each type of alert
- What will happen after an alert is raised
- How their privacy is protected

Refresher training should be delivered annually or after any serious incident.

Your team is more likely to use safety technology if they understand its purpose and see it as a tool to support their wellbeing – not as surveillance.



9 Monitor Usage and Audit Your Safety Program

Device usage should be monitored regularly – at least monthly – to ensure:

- Devices are being used correctly
- Alerts are not being missed
- False alarms are identified and addressed
- Non-usage is flagged before it becomes dangerous

Run reports and spot trends: Are there specific times or locations with more alerts? Is one team member not using the device? Use these insights to improve safety and accountability.

Pro tip: Share anonymised usage data in team meetings to reinforce a culture of safety.



10 **Respect Privacy and Build Trust**

UK GDPR and data protection laws remain crucial in 2026. Employers must ensure that any monitoring technology respects employee privacy and complies with the Data Protection Act 2018.

- Only activate location tracking during working hours or when alerts are raised
- Clearly communicate with your lone workers when audio recording or geolocation is in use
- Ensure monitoring partners comply with BS 8484 and EN 50518
- Securely store and restrict access to alarm data



Trust is the foundation of effective lone worker protection.

Your system should demonstrate care, not control.

Lone Worker Safety Solutions from Almas Industries

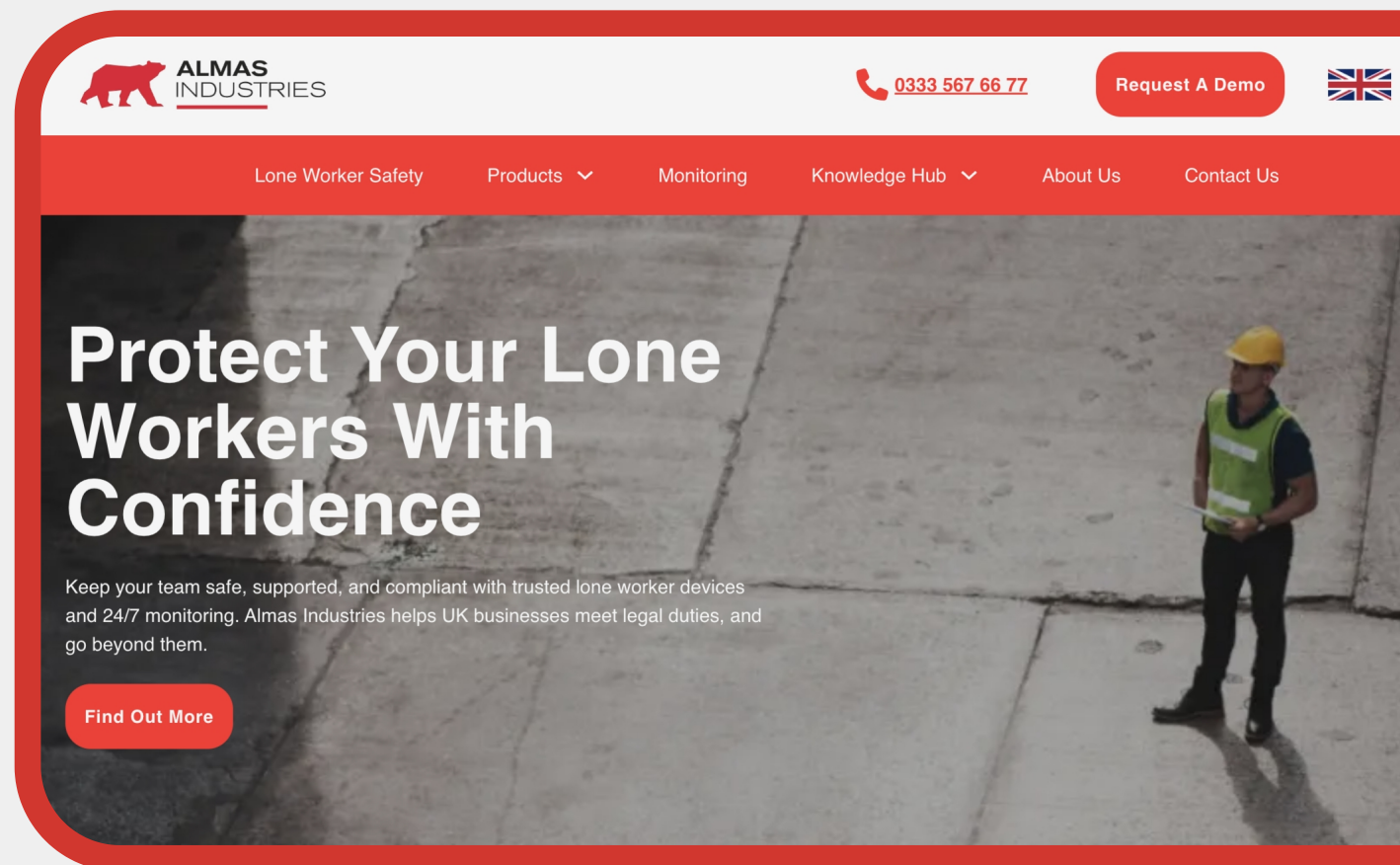
Almas Industries offers a full range of lone worker safety solutions, tailored to the risks your employees face.

Our BS 8484-compliant devices include:

- GPS-enabled man-down alarms
- Wearable discreet panic buttons
- Duress alarms with audio monitoring
- Lone worker smartphone apps with check-in features

All are supported by our 24/7 ARC monitoring service for maximum peace of mind. We also provide risk assessment templates, lone worker policy guidance, and full onboarding training.

Learn more: www.loneworker-safety.com/lone-worker-devices



The screenshot shows the Almas Industries website homepage. At the top left is the Almas Industries logo, which includes a red silhouette of a bear and the text 'ALMAS INDUSTRIES'. To the right of the logo is a red phone icon with the number '0333 567 66 77'. Further right is a red button that says 'Request A Demo' and a small UK flag icon. Below the header is a red navigation bar with the following links: 'Lone Worker Safety', 'Products' (with a dropdown arrow), 'Monitoring', 'Knowledge Hub' (with a dropdown arrow), 'About Us', and 'Contact Us'. The main content area features a large background image of a lone worker in a yellow hard hat and a high-visibility vest, standing on a concrete surface. Overlaid on the left side of this image is the headline 'Protect Your Lone Workers With Confidence' in large white text. Below the headline is a short paragraph: 'Keep your team safe, supported, and compliant with trusted lone worker devices and 24/7 monitoring. Almas Industries helps UK businesses meet legal duties, and go beyond them.' At the bottom left of this section is a red button that says 'Find Out More'.

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