RED FLAG WEEKLY

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THIS WEEK'S BRIEFING

Staff Safety: Are We Doing Enough to Protect Our Employees?

Most organisations have policies and procedures to protect employees from workplace violence, aggression and harassment. Many also provide lone worker safety devices, staff training and incident reporting systems. But how do employers know whether these measures actually work?

This week's Red Flag Weekly examines five developments that raise important questions for health and safety managers, HR professionals and senior decision-makers.

We begin with research suggesting that one in four lone workers lack confidence in their safety devices. In Glasgow, parking attendants have raised concerns about working alone in areas where they experience threats and abuse. We also examine the strengthened workplace harassment duties and what they mean for employers, particularly in health and social care.

Our fourth article looks at violence-related injuries reported by a Welsh health board and research into threats, stalking and online abuse directed at child protection social workers. Finally, we explain forthcoming changes to stalking and domestic abuse protection powers in England and Wales.

LONE WORKING 01
Do employees trust their personal safety devices, and do they know how to use them in an emergency?

LOCAL GOVERNMENT 02
Parking attendants raise concerns about working alone in dangerous areas. Are employers listening to staff?

SOCIAL CARE 03
Stronger workplace harassment duties are now in force. What should employers be doing?

HEALTH AND SOCIAL CARE 04
Violence-related injuries, threats and online abuse. Are employers recognising the full range of risks?

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New stalking and domestic abuse protection powers in England and Wales are approaching. What should employers know?

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THIS WEEK'S BRIEFING | CONTINUED

Staff Safety: Are We Doing Enough to Protect Our Employees?

Throughout this edition, we ask three important questions: Are employers properly identifying the risks their staff face? Are existing measures providing effective protection? And when employees report incidents or concerns, are organisations responding appropriately?

Keeping staff safe involves more than having the right policies. It means making sure those policies work in practice.

This week's five stories

LONE WORKING

Do employees trust their personal safety devices, and do they know how to use them in an emergency? 01

LOCAL GOVERNMENT

Parking attendants raise concerns about working alone in dangerous areas. Are employers listening to staff? 02

SOCIAL CARE

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THE LAW

New stalking and domestic abuse protection powers in England and Wales are approaching. What should employers know? 05

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LNW

01 | LONE WORKING

Lone Worker Safety: Do Employees Trust Their Safety Devices?

Providing a lone worker with a personal safety device is important, but it offers limited protection if the employee does not know how to use it or lacks confidence that help will arrive.

Securitas UK survey reported 10 November 2026 | Suzy Lamplugh Trust, 3 November 2026

What happened

A Securitas UK survey of 500 lone workers has raised concerns about confidence in employer-provided safety equipment. The survey found:

- 25% lacked confidence that the safety devices or tools provided by their employer would protect them in an emergency.
- 20% felt uncomfortable using the equipment they had been given.
- 33% said they never checked in during their shifts.

Securitas highlighted the importance of staff training, regular equipment testing, clear alarm response procedures and ongoing communication between employers and lone workers.

A separate Censuswide survey of 1,001 UK hospitality workers, conducted for the Suzy Lamplugh Trust, found that 71% had experienced abusive or negative behaviour at work during the previous three years. Only 24% said their employer had provided personal safety and lone working training.

Why it matters

Many organisations invest in personal safety devices for housing officers, community nurses, home carers, enforcement officers and other employees who work alone. However, issuing equipment is only one part of managing lone working risks.

Employees need to understand when and how to raise an alarm, who receives it, what happens next and how help will be arranged. They must also understand check-in procedures and what happens when a scheduled check-in is missed.

Managers should know whether equipment is being used correctly and whether agreed procedures are followed. If employees lack confidence in their devices, the organisation needs to establish whether the problem involves training, equipment reliability or uncertainty about the response arrangements.

About the evidence

The Securitas survey was carried out by a lone worker technology provider, and the published report does not describe its methodology. The Suzy Lamplugh Trust survey was supported by Peoplesafe, another lone worker service provider. It covered hospitality workers and their experiences over three years. Both surveys highlight concerns worth investigating but should not be treated as national statistics representing all lone workers.

The law

Under section 2 of the Health and Safety at Work etc. Act 1974, employers must ensure, so far as is reasonably practicable, the health, safety and welfare at work of their employees. This includes providing information, instruction, training and supervision.

Regulation 3 of the Management of Health and Safety at Work Regulations 1999 requires a suitable and sufficient risk assessment. It must be reviewed if there is reason to suspect it is no longer valid.

These duties apply in England, Wales and Scotland.

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01 | LONE WORKING | CONTINUED

Lone working: continued

Securitas UK survey reported 10 November 2026 | Suzy Lamplugh Trust, 3 November 2026

VINCE'S VIEW

These findings raise an important concern. If an employee does not trust the equipment intended to protect them, managers need to understand why.

A personal safety device may be explained during induction or demonstrated during a short training session, but that does not necessarily mean the employee will remember how to use it when frightened or threatened. Procedures that appear straightforward in a calm environment can be more difficult to follow during an emergency.

Regular practice helps employees become familiar with their equipment and understand what happens when an alarm is raised. Managers also need to check that devices work, staff understand the procedures and missed check-ins are followed up.

The important measure is not how many devices have been issued. It is whether employees can use them confidently and obtain help when they need it.

QUESTIONS FOR MANAGERS

1. When did we last test our lone worker alarm process, from activation through to response?
2. Can employees demonstrate how they would activate their device in an emergency?
3. Do we know when staff miss scheduled check-ins, and what action follows?

WHAT EMPLOYERS SHOULD DO NOW

1. Test the complete alarm process. Check the equipment, receiving arrangements and response to missed check-ins.
2. Review staff training. Provide regular opportunities to practise using devices rather than relying only on induction or online instruction.
3. Ask employees about their confidence. Establish whether they trust the equipment and understand the response procedures.

SST training

Lone Worker Safety: https://www.safetysolutionstraining.co.uk/courses/lone-worker-safety

Conflict Management: https://www.safetysolutionstraining.co.uk/courses/conflict-management

Sources and legislation

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Suzy Lamplugh Trust, National Personal Safety Day 2026, 3 November 2026: https://www.suzylamplugh.org/news/national-personal-safety-day-2026
Health and Safety at Work etc. Act 1974, section 2: https://www.legislation.gov.uk/ukpga/1974/37/section/2
Management of Health and Safety at Work Regulations 1999, regulation 3: https://www.legislation.gov.uk/uksi/1999/3242/regulation/3

02
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02 | LOCAL GOVERNMENT

Working Alone: Are Staff Being Exposed to Unnecessary Risks?

Parking attendants in Glasgow have raised concerns about threats, assaults and working alone in areas they consider dangerous. Their experiences raise an important question: are employers listening to their staff?

GMB Scotland survey reported 10 November 2026

What happened

GMB Scotland surveyed 36 parking attendants employed by Glasgow City Council. According to the union, all 36 said they had experienced physical assault, threats or verbal abuse while carrying out their work.

More than a third reported taking sickness absence because of work-related stress, while 72% did not believe managers took the risks seriously.

The union has called for the council to review risk assessments for city centre areas described as crime hotspots and to stop lone patrols in those locations. One attendant questioned why police officers often patrol in groups while parking attendants work alone.

Glasgow City Council said its health and safety reporting systems did not identify particular problems in the city centre compared with other areas. It encouraged employees to report observations so that working arrangements could be reviewed where necessary.

Why it matters

The number of incidents recorded does not always reflect the risks employees experience.

Some employees may not report every threat, abusive comment or intimidating encounter. They may have become accustomed to the behaviour or believe reporting will make little difference. Where incidents go unreported, managers may underestimate the risks and make decisions using incomplete information.

Employers should therefore look beyond incident statistics and listen to employees about the conditions they face. This is particularly important when deciding whether staff should work alone in public areas, including parking enforcement, housing visits and other public-facing duties.

About the evidence

The GMB survey involved 36 parking attendants and was carried out by a trade union. It highlights concerns among those surveyed but should not be treated as representative of all parking attendants or as an independent assessment of Glasgow City Council’s arrangements.

The law

Under section 2 of the Health and Safety at Work etc. Act 1974, employers must ensure, so far as is reasonably practicable, the health, safety and welfare at work of their employees. This includes providing information, instruction, training and supervision.

Regulation 3 of the Management of Health and Safety at Work Regulations 1999 requires a suitable and sufficient risk assessment. It must be reviewed if there is reason to suspect it is no longer valid.

These duties apply in England, Wales and Scotland.

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02 | LOCAL GOVERNMENT | CONTINUED

Local government: continued

GMB Scotland survey reported 10 November 2026

VINCE'S VIEW

There is an important difference between a low number of reported incidents and a low level of risk. If employees say a location is dangerous, managers should take those concerns seriously and examine the circumstances.

Incident figures are useful, but they do not always tell the whole story. Managers should spend time with frontline staff, observe their working conditions and understand the situations they face. This can reveal concerns that may not appear in incident reports.

Decisions about lone working should be based on the risks associated with the location, task and circumstances. Where staff continue to work alone, managers should ensure appropriate precautions and arrangements for obtaining help are in place.

Employees should know that reporting a concern will lead to it being considered properly and that they will receive feedback about the action taken.

QUESTIONS FOR MANAGERS

1. Do our incident records reflect what employees tell us about their experiences?
2. Are lone working arrangements based on current risk assessments?
3. When did managers last spend time with staff in locations where they feel unsafe?

WHAT EMPLOYERS SHOULD DO NOW

1. Speak to frontline employees. Compare their experiences with recorded incidents and existing risk assessments.
2. Review lone working arrangements. Consider whether working alone remains appropriate in higher-risk locations or at particular times.
3. Improve reporting and feedback. Make reporting straightforward and explain what action has been taken following concerns.

SST training

Lone Worker Safety: https://www.safetysolutionstraining.co.uk/courses/lone-worker-safety

Conflict Management: https://www.safetysolutionstraining.co.uk/courses/conflict-management

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Glasgow Live, Glasgow traffic wardens facing 'non-stop abuse' in city centre 'crime hotspots', 10 November 2026: https://www.glasgowlive.co.uk/news/glasgow-news/glasgow-traffic-wardens-facing-non-34889746
Health and Safety at Work etc. Act 1974, section 2: https://www.legislation.gov.uk/ukpga/1974/37/section/2
Management of Health and Safety at Work Regulations 1999, regulation 3: https://www.legislation.gov.uk/uksi/1999/3242/regulation/3

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03 | SOCIAL CARE

Workplace Harassment: What Employers Need to Know About the New Legal Duties

Stronger legal duties to prevent workplace harassment came into force on 30 October 2026. Care England has published guidance to help care providers understand what these changes mean.

Care England member briefing | November 2026

What happened

Care England has published a briefing for adult social care providers about harassment involving third parties. These may include people receiving care, relatives, visitors, commissioners, CQC staff, NHS professionals, suppliers and contractors. Harassment may take place face to face or online.

The briefing encourages providers to identify where staff may be exposed to harassment and review the measures in place to protect them. This includes risks associated with lone visits, night shifts, personal care, reception, transport and digital communication.

Recommended measures include clear reporting procedures, alternative reporting routes where a line manager is involved, appropriate staffing and supervision, safe exit arrangements, alarm systems and clear expectations about acceptable behaviour.

Care England also recommends recording incidents and keeping details of management decisions, action taken and review dates.

The briefing recognises that behaviour may sometimes be associated with dementia, learning disability or mental illness. However, a diagnosis does not automatically mean conduct falls outside the legal definition of harassment or that the person lacks capacity.

Care providers must consider individual circumstances while continuing to protect employees and meet their care responsibilities. The guidance also explains that employers are not required to guarantee harassment will never occur or automatically exclude residents and visitors.

Why it matters

Health and social care employees may encounter inappropriate behaviour from people they support or other individuals. Employers must balance their responsibilities to provide care with the need to protect staff.

The strengthened legal duties place greater importance on prevention. Managers and HR teams need to understand where employees face harassment and be able to explain what measures have been considered or introduced.

Policies, risk assessments, training and reporting arrangements should reflect the situations employees encounter. Employers should also record decisions, including why particular protective measures were or were not adopted.

Having a harassment policy is important, but employers must also be able to demonstrate that they have taken all reasonable steps to prevent harassment.

03
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03 | SOCIAL CARE | CONTINUED

Social care: continued

Care England member briefing | November 2026

The law

The Employment Rights Act 2025 changed the Equality Act 2010 from 30 October 2026, in Great Britain.

Section 20 strengthened the existing duty in section 40A of the Equality Act 2010. Employers must now take all reasonable steps, rather than reasonable steps, to prevent sexual harassment of their employees.

Section 21 added new provisions to section 40 of the Equality Act 2010. An employer can be liable where a third party harasses an employee in the course of their employment and the employer failed to take all reasonable steps to prevent it.

Section 22 gives the government a power to make regulations setting out steps that are to be regarded as reasonable for preventing sexual harassment. No such regulations have been made. Care England's briefing says no exhaustive statutory checklist currently fixes the standard for social care.

These are not absolute duties. The question is whether the employer took all reasonable steps.

Not every abusive incident will meet the legal definition of harassment. Violence and aggression still require action under health and safety law.

VINCE'S VIEW

Care staff can encounter challenging behaviour during their work, but recognising that such behaviour may occur is not the same as accepting that employees should simply tolerate abuse.

Employers must consider the circumstances, identify the risks and decide what measures are appropriate. This can be particularly challenging where behaviour is associated with a person's health, disability or care needs, but the safety and wellbeing of employees must remain an important consideration.

Managers should understand how incidents are reported, how concerns are assessed and what action is taken to reduce the risk of further incidents. They should also be able to explain the reasons behind their decisions.

The important question is not simply whether a harassment policy exists. It is whether the organisation has taken all reasonable steps to prevent harassment.

QUESTIONS FOR MANAGERS

1. Have we identified which roles, services and shifts face the greatest risk of harassment?
2. Can we explain and evidence the preventative measures considered and introduced?
3. Can employees report harassment through an alternative route if their line manager is involved?

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03 | SOCIAL CARE | CONTINUED

Social care: continued

Care England member briefing | November 2026

WHAT EMPLOYERS SHOULD DO NOW

1. Review harassment risks. Look for repeated incidents involving particular services, roles, shifts or individuals.
2. Check assessments and care arrangements. Consider whether incidents or changes in circumstances require updates.
3. Record decisions and actions. Document the measures considered, what was agreed and the reasons behind decisions.

SST training

Conflict Management: https://www.safetysolutionstraining.co.uk/courses/conflict-management

Safeguarding Adults: https://www.safetysolutionstraining.co.uk/courses/safeguarding-adults

Sources and legislation

Care England, Third-party harassment: A practical briefing for adult social care providers, November 2026: https://www.careengland.org.uk/wp-content/uploads/2026/11/Third-Party-Harassment-Briefing.pdf

Equality and Human Rights Commission, Employers urged to act as stronger workplace harassment duties take effect, 30 October 2026: https://www.equalityhumanrights.com/news/employers-urged-act-stronger-workplace-harassment-duties-take-effect

Employment Rights Act 2025, section 20: https://www.legislation.gov.uk/ukpga/2025/36/section/20

Employment Rights Act 2025, section 21: https://www.legislation.gov.uk/ukpga/2025/36/section/21

Employment Rights Act 2025, section 22: https://www.legislation.gov.uk/ukpga/2025/36/section/22

Equality Act 2010, section 40A: https://www.legislation.gov.uk/ukpga/2010/15/section/40A

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04
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04 | HEALTH AND SOCIAL CARE

Violence and Abuse at Work: Are Employers Seeing the Full Picture?

Recent reports highlight risks facing health and social care employees, from physical assaults at work to threats, stalking and abuse that continues online.

Hywel Dda University Health Board, 3 November 2026 | Edge Hill University-led study, published 8 November 2026

What happened: violence-related injuries at a Welsh health board

A report presented to Hywel Dda University Health Board's Health and Safety Committee on 3 November 2026 identified violence and aggression as the leading cause of injuries reportable under RIDDOR during 2026/27, with 11 incidents recorded to date.

A detailed review found no single common cause or location responsible for the incidents. Instead, they were spread across Community and Integrated Medicine and Mental Health and Learning Disabilities services.

The health board has established a Violence and Aggression Sub-Group and is placing continued emphasis on the completion and quality of local violence and aggression risk assessments.

Staff training was another area of concern. At 31 August 2026, training in reducing restrictive practice was below the board's 85% target in some mental health and learning disability units. One unit recorded 83%, down 17%, while another recorded 66%.

Overall, the report gives the health board moderate (amber) assurance that its health and safety arrangements are generally effective.

What happened: threats and online abuse affecting social workers

A separate study published on 8 November 2026 examined threats, abuse and intimidation experienced by child protection professionals in England.

The Edge Hill University-led research compared 207 child protection social workers, 52 other professionals working in child protection and 56 people working outside child protection.

Researchers examined exposure to 21 forms of threatening or abusive behaviour, including physical violence, harassment, stalking, malicious online communications, misinformation campaigns and AI-generated deepfake content.

According to the published summary, child protection social workers experienced significantly higher exposure across most categories than the comparison groups. The researchers raised concerns about the effects on workforce safety, wellbeing, recruitment and retention.

About the evidence

The Hywel Dda findings come from an internal health board assurance report. RIDDOR figures only include incidents meeting the relevant reporting criteria and do not represent every threat, assault or episode of abuse.

The summary of the Edge Hill University-led study is based on its published abstract. The full paper has not been reviewed, so no individual figures are quoted. The study groups were relatively small and self-selected, particularly the comparison groups.

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04 | HEALTH AND SOCIAL CARE | CONTINUED

Health and social care: continued

Hywel Dda University Health Board, 3 November 2026 | Edge Hill University-led study, published 8 November 2026

Why it matters

These reports highlight two areas of concern for employers: violence and aggression within the workplace, and threats or abuse that continue beyond it.

Where violence is a leading cause of reportable injuries, senior managers need to understand the causes and assess whether existing precautions are effective. Incident records, staff training information and risk assessments can help identify where improvements may be needed.

The research involving child protection social workers also highlights how employees can be targeted because of decisions they make during their duties. Threats, stalking, malicious online comments and misuse of staff images can continue after working hours and affect personal safety and wellbeing.

These risks are not limited to social workers. Housing officers, enforcement staff and other public-facing employees may encounter similar behaviour. Employers should consider whether their reporting procedures, risk assessments and staff support arrangements adequately address these concerns.

The law

The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013 require employers to report certain work-related injuries to workers. Regulation 4 covers non-fatal injuries, and injuries caused by physical violence at work can be reportable where the criteria are met.

Under section 2 of the Health and Safety at Work etc. Act 1974, employers must ensure, so far as is reasonably practicable, the health, safety and welfare at work of their employees.

Regulation 3 of the Management of Health and Safety at Work Regulations 1999 requires a suitable and sufficient assessment of the risks employees are exposed to at work. Where online abuse or targeting is a foreseeable risk of the role, it should be considered.

Stalking is a criminal offence. Article 05 covers new stalking protection powers that come into force later this month.

VINCE'S VIEW

These reports show why employers need to understand the full range of risks facing employees. Physical violence is an obvious concern, but threats, intimidation and online abuse can also have a lasting effect.

An employee may finish their shift but continue to experience abuse through social media or other forms of contact. Where this behaviour is connected to their employment, organisations should consider what support and protective measures may be appropriate.

Staff need to know how to report incidents, preserve relevant evidence and obtain assistance. Managers should understand when incidents require escalation, when police involvement may be appropriate and what support is available. This may include a management debrief, employee assistance services, adjustments to working arrangements or other appropriate measures.

Employees should not be expected to manage work-related threats, stalking or online abuse without appropriate support from their employer.

04
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04 | HEALTH AND SOCIAL CARE | CONTINUED

Health and social care: continued

Hywel Dda University Health Board, 3 November 2026 | Edge Hill University-led study, published 8 November 2026

QUESTIONS FOR MANAGERS

1. What is the leading cause of reportable injuries in our organisation, and when did senior leaders last review the figures?
2. Are staff training levels monitored by service and team?
3. Do our risk assessments consider online abuse, stalking and misuse of staff images where relevant?
4. What support is available when employees are targeted because of their work?

WHAT EMPLOYERS SHOULD DO NOW

1. Review incident and injury records. Identify patterns of violence and aggression across teams, roles and locations.
2. Check risk assessments and training. Consider whether foreseeable risks from online abuse, stalking and intimidation are addressed.
3. Review reporting and support arrangements. Ensure staff know how to report concerns, preserve evidence and obtain assistance.

SST training

Conflict Management: https://www.safetysolutionstraining.co.uk/courses/conflict-management

Lone Worker Safety: https://www.safetysolutionstraining.co.uk/courses/lone-worker-safety

Professional Boundaries: https://www.safetysolutionstraining.co.uk/courses/professional-boundaries

Sources and legislation

Hywel Dda University Health Board, Health and Safety Assurance Report, Health and Safety Committee, 3 November 2026: https://hduhb.nhs.wales/about-us/governance-arrangements/board-committees/health-and-safety-committee-hsc/hsc-3-november-2026/2-1-health-and-safety-assurance-report/
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Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 2013, regulation 4: https://www.legislation.gov.uk/uksi/2013/1471/regulation/4
Health and Safety at Work etc. Act 1974, section 2: https://www.legislation.gov.uk/ukpga/1974/37/section/2
Management of Health and Safety at Work Regulations 1999, regulation 3: https://www.legislation.gov.uk/uksi/1999/3242/regulation/3

05
LAW

05 | THE LAW

Stalking and Domestic Abuse: New Legal Powers and What Employers Should Consider

New legal powers concerning stalking and domestic abuse are coming into force in England and Wales. Employers should consider whether their existing procedures provide appropriate support for affected employees.

Crime and Policing Act 2026 (Commencement No. 5) Regulations 2026 | Made 3 November 2026

What happened

Regulations made on 3 November 2026 bring several provisions of the Crime and Policing Act 2026 into force over the coming weeks.

25 November 2026: Section 142 comes into force, concerning domestic abuse protection orders. The new assessment and programme requirements do not yet apply in civil and family proceedings.

26 November 2026: Sections 128 and 129 come into force, concerning stalking protection orders on acquittal and on conviction.

7 December 2026: Section 131, concerning guidance about stalking, and sections 143 and 144, concerning honour-based abuse, come into force.

Separately, the Ministry of Justice has announced that domestic abuse protection orders, piloted in some areas since November 2024, will be available across England and Wales from 25 November 2026.

According to the Home Office factsheet, courts will be able to make stalking protection orders following criminal proceedings, including where a person is convicted or acquitted, without requiring the police to make a separate application. At present, in England and Wales, only the police can apply for one, to a magistrates' court.

The factsheet says stalking protection orders can include restrictions and positive requirements intended to protect individuals. It also says the statutory guidance on stalking will be for people working for public authorities, such as the police, teachers and healthcare professionals. The Act requires public authorities in England and Wales to have regard to it.

Separately, on 2 November 2026, the Employers' Initiative on Domestic Abuse (EIDA) and Respect published guidance for employers on responding to employees who perpetrate domestic abuse. The guidance emphasises that the safety of people experiencing abuse must remain central to any workplace response.

The 16 Days of Activism against gender-based violence take place from 25 November to 10 December.

Why it matters

Stalking and domestic abuse can affect employees while they are at work. Someone experiencing abuse may receive repeated unwanted calls, be followed to their workplace or encounter the person responsible while travelling to and from work. Reception staff and colleagues may also become involved if threatening behaviour occurs at the workplace.

Employers need to understand how to respond when an employee raises concerns. This may involve reviewing working arrangements, considering additional safety measures and ensuring relevant staff understand what to do if a threat arises.

Organisations may also need to respond when an employee is identified as someone perpetrating domestic abuse. These situations require careful handling, with the safety of those experiencing abuse remaining the priority.

05 LAW

05 | THE LAW | CONTINUED

The law: continued

Crime and Policing Act 2026 (Commencement No. 5) Regulations 2026 | Made 3 November 2026

The law

The provisions above are not yet in force. They come into force on the dates shown.

Section 128 amends the Stalking Protection Act 2019, section 129 adds stalking protection orders on conviction to the Sentencing Code, and section 131 adds guidance about stalking to the Protection from Harassment Act 1997. Section 142 amends Part 3 of the Domestic Abuse Act 2021. These changes apply in England and Wales; Scotland and Northern Ireland have their own laws. The precise effect of each section should be read in the legislation itself.

These changes give powers to the courts and duties to public authorities. They do not create a new duty on employers as employers, although public bodies such as councils and NHS organisations will have to have regard to the stalking guidance in their public functions. An employer's existing health and safety duties still apply where an employee faces a foreseeable risk of violence at work.

VINCE'S VIEW

When an employee tells their manager they are experiencing stalking or domestic abuse, the initial response matters. They need to know their concerns will be taken seriously and that appropriate support is available.

Managers should understand who to contact, what immediate precautions may be needed and how information should be handled. Where there is a possible workplace risk, arrangements may need to be reviewed to protect the employee and others.

These forthcoming legal changes provide an opportunity for organisations to review their procedures and make sure managers know how to respond.

Employees affected by stalking or domestic abuse should know where to obtain support and what help their employer may be able to provide.

QUESTIONS FOR MANAGERS

1. If an employee reports stalking or domestic abuse, who is responsible for considering the support and protective measures required?
2. Do reception, switchboard and other relevant staff know what to do if a person connected with a reported threat contacts or visits the workplace?
3. Does our organisation have procedures for responding when an employee perpetrates domestic abuse?

WHAT EMPLOYERS SHOULD DO NOW

1. Identify a suitable point of contact. Ensure employees know who they can approach for advice and support.
2. Review workplace safety arrangements. Consider changes to working hours, travel arrangements, call screening or safe arrival and departure procedures where appropriate.
3. Review relevant policies. Consider the EIDA and Respect guidance and assess whether existing procedures address employees who perpetrate domestic abuse.

05 LAW

05 | THE LAW | CONTINUED

The law: continued

Crime and Policing Act 2026 (Commencement No. 5) Regulations 2026 | Made 3 November 2026

SST training

Violence Against Women and Girls: https://www.safetysolutionstraining.co.uk/courses/violence-against-women-and-girls

Safeguarding: Managing Disclosures: https://www.safetysolutionstraining.co.uk/courses/safeguarding-managing-disclosures

Sources and legislation

The Crime and Policing Act 2026 (Commencement No. 5) Regulations 2026, made 3 November 2026: https://www.legislation.gov.uk/uksi/2026/1158/made

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Crime and Policing Act 2026, section 129: https://www.legislation.gov.uk/ukpga/2026/20/section/129

Crime and Policing Act 2026, section 131: https://www.legislation.gov.uk/ukpga/2026/20/section/131

Crime and Policing Act 2026, section 142: https://www.legislation.gov.uk/ukpga/2026/20/section/142

Stalking Protection Act 2019: https://www.legislation.gov.uk/ukpga/2019/9/contents

Protection from Harassment Act 1997: https://www.legislation.gov.uk/ukpga/1997/40/contents

Domestic Abuse Act 2021, Part 3: https://www.legislation.gov.uk/ukpga/2021/17/part/3

Lyons Davidson Solicitors, National roll out of Domestic Abuse Protection Orders (DAPOs) on 25 November 2026, reporting the Ministry of Justice announcement, 11 November 2026: https://www.lyonsdavidson.co.uk/national-roll-out-of-domestic-abuse-protection-orders-dapos-on-25-november-2026/

EIDA, EIDA and Respect publish new guidance for employers on addressing employees who perpetrate domestic abuse, 2 November 2026: https://www.eida.org.uk/2026/11/02/eida-and-respect-publish-new-guidance-for-employers-on-addressing-employees-who-perpetrate-domestic-abuse/

25 KEY

THE WEEK'S KEY MESSAGE

Keeping Staff Safe: Policies Must Work in Practice

This week's five stories highlight an important responsibility for employers. Having policies, risk assessments, training and safety equipment in place is essential, but organisations also need to know whether these arrangements work.

Employees may face risks while working alone, visiting members of the public, providing care, carrying out enforcement duties or dealing with threats and abuse online. Managers need to understand these risks and ensure appropriate protective measures are in place.

That means listening to employees, checking how procedures work in practice and responding properly when concerns are raised. It also means ensuring employees receive appropriate support when something goes wrong.

For health and safety managers, HR professionals and senior leaders, the message is straightforward.

Staff safety should not be judged only by the policies an organisation has written or the training employees have attended. It should also be judged by whether those arrangements help protect people in the situations they actually face.

One question every employer should consider:

> If an employee faced a serious threat at work tomorrow, would our existing arrangements help keep them safe, and could we demonstrate that they work?

RED FLAG

WEEKLY

ACTIONABLE INTELLIGENCE FOR SAFETY PROFESSIONALS

TRAINING BUILT AROUND THE RISKS YOUR STAFF FACE

Safety Solutions Training Ltd provides practical, role-specific training for housing associations, local authorities, NHS organisations, social care providers, charities and other public-facing services throughout the UK.

With over 25 years' experience in training design and delivery, we help organisations prepare employees for the risks and difficult situations they may encounter at work. Our training is tailored to the organisation, the roles employees carry out and the policies and procedures they are expected to follow.

We focus on helping staff recognise risks, manage difficult interactions, make safer decisions and understand when and how to report concerns.

Our training programmes

- CONFLICT MANAGEMENT
- LONE WORKER SAFETY
- MANAGING CHALLENGING PHONE CALLS
- DANGEROUS DOGS AWARENESS
- PROFESSIONAL BOUNDARIES
- VIOLENCE AGAINST WOMEN AND GIRLS
- SAFEGUARDING ADULTS

RED FLAG

WEEKLY

ACTIONABLE INTELLIGENCE FOR SAFETY PROFESSIONALS

Further practical guidance

Our Safety Hub provides free guidance, advice and resources covering workplace violence, aggression, lone working and other staff safety concerns. These resources help employers, managers and frontline employees understand risks and improve workplace safety arrangements.

Visit our Safety Hub: https://www.safetysolutionstraining.co.uk/knowledge

For organisations wishing to discuss training tailored to their employees and working environments, please contact us.

DISCUSS TRAINING