

Stress Policy

November 2016 – November 2019

Introduction

Sidney Stringer Multi Academy Trust is committed to protecting the health, safety and welfare of our employees. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing work places stressors.

This policy will apply to everyone across the Trust. Managers are responsible for implementation and the Trust will support them by providing the necessary resources.

Definition of stress

The Health and Safety Executive define stress as “the adverse reaction people have to excessive pressure or other types of demands placed on them” This makes an important distinction between pressure, which can be a positive state if managed correctly, and stress which can be detrimental to health.

Policy

In order to manage stress levels in the workplace effectively the Trust will strive to achieve the following:

- Assess the causes of stress at work under the existing risk assessment system, introduce measures to reduce work pressure to acceptable levels and take appropriate intervention measures if excessive work pressures are identified.
- Keep up-to date with and endeavour to implement best practice in relation to stress management.
- Develop an open culture in which stress is taken seriously and in which employees are encouraged to seek help and support
- Provide confidential counselling for staff affected by stress caused either by work or external factors
- Communicate the policy and guidance to all employees and managers
- Support training for managers that underpins and underwrites this policy
- Work collaboratively with Trade Union Safety Representatives and the Health and Safety committee on proposed action relating to the prevention of work place stress

Responsibilities

Managers

- Conduct and implement recommendations of risk assessments within their jurisdiction
- Ensure good communication between management and staff, particularly where there are organisational and procedural changes
- Ensure staff are fully trained to discharge their duties
- Ensure staff are provided with meaningful development opportunities within the remit of their role
- Listen to staff concerns in relation to workloads

- Ensure that bullying and harassment is not tolerated
- Be vigilant and offer additional support to a member of staff who is experiencing stress outside work e.e bereavement or separation

Employees

- Raise issues of concern with your Safety Representative or Line Manager
- Accept opportunities for counselling when recommended