

MANAGEMENT OF WORK RELATED STRESS

OVERVIEW

The governing body and headteacher are committed to creating a healthy and safe environment for all who work in this school. They recognise that this includes caring for the mental as well as the physical wellbeing of all employees.

INTENT

1. To ensure that individuals who are identified as particularly at risk of stress are given appropriate levels of care and support.
2. To identify possible sources of stress and to establish management and leadership structures to address them.
3. To encourage those who work in school to alert the headteacher or other members of the leadership team if they believe that they are suffering from stress.
4. To offer appropriate help and support, to anyone suffering from stress.
5. Where possible, to develop working practices that reduce and eliminate stress.

IMPLEMENTATION

1. So far as reasonably practicable, areas of work related stress will be identified and addressed.
2. Where it is reasonable and practical, changes will be made to control any risk to health.
3. Roles, responsibilities and accountabilities will be clearly defined and understood in order to achieve successful management of work related stress.
4. The school will work with appropriate agencies e.g. Human Resources, Health & Safety, to seek information, guidance and training relevant to work related stress;
5. The school will offer counselling support, either face-to-face, or remote to all staff.
6. To fulfil its commitment and obligations the school will provide the necessary resources to implement this policy.
7. The governing body will support the headteacher in fulfilling the obligations of this policy.

IMPACT

The governing body and headteacher recognise that work-related stress can be a potential hazard to health and they are committed to addressing work related stress in a proactive manner to reduce the personal impact on all who work in this school.

Revised and adopted by the Governing Body

Date 1 September 2021

Updated 23 January 2023

Review Date 1 September 2024