

Introduction

The Company believes that its employees are a vital to effective performance at work and the Company is committed to providing a healthy and supportive working environment.

- Under the terms of the Health and Safety Act 1974, the Company has a duty to ensure the health and safety of its employees.
- The Management of Health and Safety at Work Regulations 1999 place a duty on the Company to assess and control risks to the health and safety of its employees.
- The Equality Act 2010 places a duty on the Company not to discriminate against employees who suffer from a disability and to provide reasonable adjustments to enable them to work.

Although the Company has no control over the external factors that can cause stress and risks within its control, and to manage the risks to its employees who are suffering from stress.

Aims of the Policy

- To ensure the physical and mental health and safety of its employees;
- To promote a healthy, safe and supportive working environment;
- To help provide and maintain a healthy and supportive working environment;
- To provide effective support to employees with mental health problems, and to encourage them to seek help;
- To recognise that the prevention of mental health problems is a continuous process.

Stress and its Recognition

Stress is a natural reaction to excessive pressure or strain experienced consistently over a period of time. It can lead to more serious psychological and physical health problems. A number of variables which will vary endogenous and exogenous factors like family problems can easily affect an individual's health. Bullying, lack of training or poor working conditions can also lead to stress.

Recognising stress can be difficult as it is a subjective experience. However, there are some signs and symptoms which can sometimes indicate that someone is experiencing stress.

- Changes in mood or behaviour;
- Indecision or difficulty concentrating;
- Absence or late arrival at work;
- Increased use of alcohol or drugs.

Although the Company has no control over the external factors that can cause stress, the Health and Safety Executive has identified a number of factors which the Company can control and manage to affect:

1. Demand: The level of demand placed on employees;
2. The level of control: The degree of control over their work;
3. The support: The support from managers and colleagues;
4. The clarity: The clarity of roles and responsibilities within the organization;
5. The nature of the work: The nature of the work and the work environment.

6. The w ed.

The Company is aware that stress is ea
mind will endeavour to operate in a fast
Company will also always be open to d
produce a better working environment.

comes a problem and with that in
ove factors into account. The
one or more of these factors might

Principles

- The Company will conduct an a
mental and physical, based on
turnover, grievance cases, acc
- The Company will always listen
believe that their work is putting
their line manager [and/or the h
dignity, and employees will be p
decisions.
- [A referral to the occupational h
appropriate].
- The Company recognises that
sick leave or absence in order
- Where necessary the Compan
have been absent due to stress
- All cases will be dealt with in ac
details of which are available in
- All discussions, requests for he
information gathered will be he
- [Where necessary the Compar

isks to employees' health, both
work including absence data, staff

oyees may have. If employees
being at risk, they should speak to
s will be treated with respect and
information to make informed

er the initial discussion, if

alth issues may require periods of

return to work of employees who

y's policy on equality and diversity

strictly confidential and the
company's Data Protection Policy.

cialist psychological assistance.]

This policy has been approved &

Name: <<Insert F

Position: <<Insert P ces Manager>>

Date: <<Date>>

Signature: