



Work Related Stress Policy

Version	Date of Adoption	Minute Reference	Review Date	Originator
2020v1	17.3.2020	123-2020	March 2021	G White
2021	25.3.2021	97-2021	March 2022	G White
2022-03	24.3.2022	97-2022	March 2023	G White
2023-03	21.3.2023	130-2023	March 2024	G White
2024-03	19.3.2024	2024-104	March 2025	G White
2025	24.3.2025	2025-110	March 2026	G White

Work Related Stress Policy

Introduction

Worplesdon Parish Council is committed to protecting the health, safety and welfare of its employees and Councillors and recognises that workplace stress is a health and safety issue and acknowledges the importance of identifying and reducing the cause of workplace stress.

This policy will apply to everyone in the organisation. Councillors are responsible for its implementation. The Council is responsible for providing the necessary resources.

Definition of stress

The Health and Safety Executive defines stress as “the adverse reaction people have to excessive pressure or other types of demand 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

The Clerk will identify all causes of workplace stress and conduct a risk assessment to eliminate stress or control the risks from stress. This risk assessment will be reviewed regularly.

Responsibilities:

Clerk

- To undertake risk assessment and implement any recommendations for change.
- Attend training in good management practice and health and safety.

Role of the Staffing Committee

- The Committee will perform a pivotal role in ensuring that this policy is implemented and other measures to reduce stress and promote workplace health and safety.
- Respond appropriately if staff advise that they are overworked.
- Respond appropriately if staff advise that they are unable to take their full holiday entitlement.
- Ensure that bullying and harassment is not tolerated.

Review date: March 2026