



St Boniface's Catholic
College.

MANAGING STRESS IN SCHOOLS POLICY

Date approved by Personnel Committee	October 2016
Date of Next Review:	October 2019

MANAGING STRESS IN SCHOOLS

Statement of Intent

Stress is the reaction people have to excessive pressures or other types of demands placed on them. Stimulation and challenge are positive impacts at work as they provide motivation and encourage staff to achieve their best. Undue pressure however produces stress levels which can result in excessive prolonged or overwhelming stress and have potentially negative effects, including reduced work performance and can also be damaging to individuals' health.

The Governing Body of the College recognises that stress is a legitimate occupational health concern and not an indication of individual weakness, incompetence or laziness. It will therefore seek to alleviate stress in the workplace so far as is reasonable and practical.

Organisation

Specifically the school will:

1. Recognise that prevention and management of stress is an on-going and integral part of management practice.
2. Ensure that a supportive culture is engendered in the school, so that all staff feel able to raise concerns on stress at staff and management meetings and receive a supportive response.
3. Identify channels of support for members of staff in potentially stressful situations and ensure that staff are aware of these.
4. Encourage staff to recognise that health and safety responsibilities include a responsibility of individual employees to contribute to development and implementation of strategies for reducing stress in themselves and others. This includes a personal responsibility to seek assistance at an early stage.
5. Ensure a stress risk assessment is completed for all staff who are at risk from stress and acted upon
6. This policy will be monitored by an annual report to the Personnel Committee prepared by the HR Manager.