

Policy Statement



Management of stress

We are committed to protecting the health, safety and welfare of our employees; recognise that workplace stress is a health and safety issue; and acknowledge the importance of identifying and reducing workplace stressors. We encourage everyone who works for Sense Scotland to actively take part and support this policy

Definition of stress.

We accept the Health and Safety Executive (HSE) definition of stress as “the adverse reaction people have to excessive pressure or other types of demand placed on them”. This makes a distinction between pressure, which can be a positive state if managed correctly, and stress which can be detrimental to health

Sense Scotland will:

- Take all reasonable steps to avoid workplace stress by defining job roles, supporting the acquisition and development of skills and providing supervision and support in a way that suits the job role and workplace.
- Work in partnership with employees to identify workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress.
- Consult with the employee representatives on the partnership forum on proposed action relating to the prevention of workplace stress.
- Provide training for managers and supervisory staff in good management practices.
- Provide adequate resources to enable managers to implement the agreed stress management strategy.
- Expect employees to take reasonable steps to minimise their own stress levels; understand the effect that their actions have on colleagues; and inform their line manager of any concerns about possible work-related stress which might present a health hazard to themselves or other persons.

The relevant staff guidance is the health and safety handbook section “Reducing Stress at Work” and “Health and Safety for Managers section 41 Management of Stress”.

John O'Connor, Assistant Director, is the designated person in relation to this policy.

Consultation method: circulation amongst members of the internal policy working group, November 2008, and circulation to SMG.

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Available in other formats on request.

Sense Scotland, 43 Middlesex Street, Glasgow G41 1EE

Tel: +44 (0) 141 429 0294 Fax: +44 (0) 141 429 0295 Text: +44 (0) 141 418 7170

www.sensescotland.org.uk info@sensescotland.org.uk

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