



Stress Management Policy

Date Approved	2-3-2023
Date of Next Review	1-3-2026

1. Scope

1.1. This policy relates to all academies and settings across IET MAT.

2. Context

2.1. We are committed to protecting the health, safety and welfare of our employees. We recognise that workplace stress is a health and safety issue and acknowledge the importance of identifying and reducing workplace stress. This policy will apply to everyone in the Trust. Heads of School / Centre are responsible for implementation and for providing the necessary resources

3. Definition of stress

3.1. 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.

3.2. We will identify all workplace stressors and conduct risk assessments to eliminate stress or control the risks from stress. These risk assessments will be regularly reviewed.

3.3. CEO and DoE will provide adequate resources to enable senior leaders to implement this stress management policy.

4. Responsibilities

4.1. CEO and DoE in liaison with Heads of School / Centre will:

- Conduct and implement recommendations of risks assessments within their jurisdiction;
- Ensure good communication between management and staff, particularly where there are organisational and procedural changes;
- Ensure staff are fully trained to discharge their duties;
- Ensure staff are provided with meaningful developmental opportunities;
- Utilise the annual Growing Great Staff process to discuss workloads to ensure that people are not overloaded;
- Utilise the annual Growing Great Staff process to discuss working hours to ensure that staff are not overworking;
- Attend training as requested in good management practice and health and safety;
- Ensure that bullying and harassment is not tolerated within their jurisdiction.
- Be vigilant and offer additional support to a member of staff who is experiencing stress outside work e.g. bereavement or separation
- Consider any recommendations presented by the staff wellbeing working party

4.2. Employees will:

- Take responsibility for effective self-management of stress, wherever possible;
- Raise issues of concern with the identified Safety Representative, line manager or Human Resources to ensure preventative/early intervention action can be taken;
- Accept opportunities as identified by Occupational Health or the Employee Assistance Programme when recommended.

4.3. Trustees will oversee monitoring of the efficacy of the policy and other measures to reduce stress and promote workplace health and safety, in conjunction with the CEO, DoE, local governing body, Head of School / Centre and senior leadership team of an academy.