

# Stress Policy



## Introduction

The organisation is committed to protecting the health, safety and welfare of all its employees, candidates and subcontractors and to promoting a positive work environment. The organisation recognises that work-related stress can affect mental and physical health and that work-related stress is a health and safety issue.

The organisation has recognised its duty under the Health and Safety at Work Act 1974 to ensure so far as is reasonably practicable, the health, safety and welfare of its employees. This includes taking reasonable steps to prevent them from suffering stress-related illness as a result of their work.

This policy will apply to everyone within the organisation including temporary and freelance staff.

## Definition of Stress

The adverse reaction people have to excessive pressure or other types of demand placed on them.

This organisation understands that there are clear links work-related stress factors such as:

- Excessive work demands
- Overwork
- Lack of control over work
- Bullying and harassment
- Lack of support from colleagues, manager or supervisors
- Lack of adequate training
- Unclear job roles
- Job role conflict and change

## Effects of Stress

This organisation recognises that stress can have a number of negative effects on an individual, including:

- Fatigue
- Anxiety and depression
- Low self-esteem
- Adverse effects on performance
- Problems sleeping
- Other health problems such as migraine, raised blood pressure, increased alcohol use etc.

Stress can also have the following effects on the organisation:

- High levels of absenteeism and staff sickness
- Increased staff turnover
- Low staff morale
- Increased number of accidents and mistakes
- High levels of conflict

## Stress Policy



- Increased incidence of accidents

### Policy

In order to combat work-related stress in this organisation:

- A positive workplace culture will be encouraged where staff wellbeing is prioritised and both staff and managers develop an increased awareness and understanding of stress at work issues
- Wherever a manager perceives stress to be a potential problem for a member of staff that manager should talk to the member of staff in strict confidence and see if he or she requires additional support
- Managers should take all reasonable actions to support members of staff, support may include temporary or permanent job role change, adjustment of work loads or a tapered return to work after a period of absence.
- Training if necessary will be provided to all line managers and supervisory staff in good management practices in relation to stress at work, including training in identifying stress and taking appropriate action,

**Alex Stockley - Managing Director – XANDER RECRUITMENT GROUP LIMITED**

A handwritten signature in black ink that reads "Alex Stockley".

**Date: March 2024**