



Stress Management Policy

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“Learning together; to be the best we can be”

1. Scope

- 1.1. This policy relates to all academies and settings across Nexus MAT. Where required, an individual Nexus MAT academy – in agreement with the Trust Chief Executive Officer - may publish a supplementary policy guidance document or procedure in line with this policy, to ensure that any idiosyncrasies associated with that specific academy are covered in their local policy library.

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 stressors. This policy will apply to everyone in the Trust. Headteachers/line managers are responsible for implementation and for providing the necessary resources

3. Definition of stress

- 3.1. The Health and Safety Executive define 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. Headteachers/line managers will provide adequate resources to enable line-managers to implement this stress management policy.

4. Responsibilities

4.1. Line managers and/or Headteachers 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 appraisal process to discuss workloads to ensure that people are not overloaded;
- Utilise the annual appraisal process to discuss working hours and overtime 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, as per the Dignity at Work Policy;
- Be vigilant and offer additional support to a member of staff who is experiencing stress outside work e.g. bereavement or separation

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 for counselling 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 local governing body, Headteacher and senior leadership team of an academy.