



BELMONT SCHOOL
 (Additionally Resourced Mainstream School)

Stress Policy

SEPTEMBER 2025



<p>UNCRC Article 23 If I have a disability, I have the right to special care and education Global Goal 3 - Good Health and Well-being Ensure healthy lives and promote well-being for all at all ages.</p>	
Head Teacher	
Name	Mrs P Aggarwall
Chair of Governors	
Name	Mr M Kara
Date Ratified	15 th July 2025
Review Date	July 2025

Stress policy

Belmont School's Vision

Development of the whole school learning community promotes personalised and independent learning throughout the learning journey for pupils and adults. Pupil voice informs all school development priorities – every child, every day make us Stronger Together.

This policy should be read in conjunction with the following policies and procedures:

- ***Staff Conduct***
- ***Staff Mental Health and Wellbeing Policy***
- ***Dignity at Work Policy***
- ***Health and Safety Policy***
- ***Employee Absence and Reporting***
- ***Staff Support Structures***
- ***Staff Handbook***
- ***Whistle Blowing***
- ***Staff Induction***
- ***Staff Mental Health CPD***

Introduction

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 school. SLT and the wider leadership team are responsible for implementation and the school is responsible for providing the necessary resources.

Definition of stress

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.

Policy

- The school 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.
- The school will provide training for all managers and supervisory staff in good management practices.
- The school will provide confidential counselling for staff affected by stress caused by either work or external factors.
- The school will provide adequate resources to enable managers to implement the school's agreed stress management strategy.

Responsibilities

SLT and wider leadership team

- 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.

- Monitor workloads to ensure that people are not overloaded.
- Monitor working hours and overtime to ensure that staff are not overworking. Monitor holidays to ensure that staff are taking their full entitlement.
- 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.
- If a member of staff is unable to attend work due to stress at work their work email account and access to the school systems will be disabled, this is to support their mental health and wellbeing. They will also be signed posted to Harrow Council's 24-hour Employee Assistance Programme for independent confidential support and advice. Their absence will be managed as outlined in the adopted Harrow's HR attendance policy and procedures.

Health and safety leads

- Provide specialist advice and awareness training on stress.
- Train and support managers in implementing stress risk assessments.
- Support individuals who have been off sick with stress and advise them and their management on a planned return to work.
- Refer to workplace counsellors or specialist agencies as required.
- Monitor and review the effectiveness of measures to reduce stress.
- Inform the employer and the health and safety committee of any changes and developments in the field of stress at work.

Human resources

- Give guidance to managers on the stress policy.
- Help monitor the effectiveness of measures to address stress by collating sickness absence statistics.
- Advise managers and individuals on training requirements.
- Provide continuing support to managers and individuals in a changing environment and encourage referral to occupational workplace counsellors where appropriate.

Employees

- To identify the causes of stress and speak to your line manager.
- To discuss support with Trade Union Representatives.
- Raise issues of concern with your line manager or occupational health.
- Seek and accept opportunities for counselling when recommended.

Health and Safety Committee

- The Health and Safety Committee will perform a pivotal role in ensuring that this policy is implemented.
- The Health and Safety Committee will oversee monitoring of the implementation of the policy and other measures to reduce stress and promote workplace health and safety.