



CALLINGTON COMMUNITY COLLEGE (FOUNDATION SCHOOL)

STRESS MANAGEMENT POLICY

Purpose

Callington Community College places a high value on the physical and mental health and welfare of its employees and students and reviews its commitment annually to taking appropriate preventative and, if necessary, remedial action to deal with the harmful effects on health which can arise from the college environment.

The purpose of this policy statement is to set out the College's approach to managing stress both through preventative measures and through initiatives to address stress when it occurs.

Scope

In accordance with the general duty of care conferred on all employers under the Health and Safety At Work etc. Act 1974 this policy statement applies to all employees.

The policy also applies to student welfare.

Policy Statement

The College recognises that stress is a condition which is experienced when the demands and pressures of life exceed an individual's tolerance or ability to cope and harmful levels of stress, whether or not they are work-related, can adversely affect an individual's health and, as a consequence, their ability and performance.

The College acknowledges its duty of care to each employee and student and will take steps to eliminate the risk of work-related stress disorders.

Whilst it has no control over factors outside college which may affect an individual's vulnerability to experiencing stress, the College also recognises that, even where the primary cause of stress is not work-related, this can affect an individual's ability to work well. This has consequences for the College in terms of its duty of care to the individual in those circumstances.

As both the sources of stress and tolerance levels will vary according to individual circumstances, there is no clear way of identifying in advance whether one person is any more susceptible to experiencing stress than another or of controlling the risk to health that this may pose. As such the effective management of stress in the college depends upon collaboration and partnership between the College and its community with each taking a responsibility for

identifying and taking appropriate steps to deal with stress in themselves and others within the framework set by the College in this policy and related initiatives.

The College is committed to:

- Achieving greater recognition and understanding of the possible sources and harmful effects of stress in order to secure its early identification.
- Identifying and preventing work-related stress disorders and to resolving such problems as they occur.
- Achieving a sensitive balance between helping and supporting employees experiencing stress and continuing to meet the needs of the organisation.
- Defining the respective roles and responsibilities of managers, employees, personnel and health and safety advisers and in the management of stress.
- Communicating and working proactively on this issue with the trade unions.
- Ensuring support for students

In endeavouring to achieve these aims, the College recognises that dealing with stress at work is a continuing process requiring a positive commitment from staff at all levels.

Implementation

The College will ensure that its commitment to taking appropriate preventative and, if necessary, remedial action to deal with stress management is translated into practice. Its actions in this regard will include:

- The identification of stress factors within the college environment and dealing with unacceptable levels of stress.
- Risk assessment coinciding with action research into the harmful effects of stress in the college.
- Defining the respective responsibilities of line managers, senior management, occupational health and health and safety officers, staff and the trade unions in the management of stress.
- Provide stress management training for members of the college community.
- Determining a policy and practice for the management of individual cases.
- A strategy timetable for the monitoring and review of policy and practice.
- Resolving issues of communication with systems structure diagrams for counselling and advice.
- Raising the awareness of this policy throughout the college community.