



Truro and Penwith
Academy Trust



Kehelland Village School

Stress Reduction Policy

Approved by:	Governing Board	Date: March 2021
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Last reviewed on:	March 2024
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Next review due by:	March 2024
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Kehelland Village School Stress Reduction Policy

Introduction

At Kehelland Village School 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. The Headteacher Joanna Harvey is responsible for implementation and 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 seek to reduce or eliminate stress or control the risks from stress.
- The school will provide information on accessing counselling for staff affected by stress caused by either work or external factors.
- The school will provide adequate resources to work towards a healthy workplace.

Responsibilities

Headteacher

- Ensure good communication, particularly during organisational or 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.
- Respond appropriately to knowledge that staff members are feeling stressed due to out of work pressures.

Employees

- Raise issues of concern with Headteacher Joanna Harvey or TPAT Human Resources Director Officer Harriet Andrew
- Accept opportunities for counselling when recommended.

Signed by

Headteacher Joanna Harvey

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Chair of Governors Samantha Thompson

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