

MANAGING STRESS AT WORK



1. SET A COMMITMENT

Have a written Mental Health at Work Policy in place, which addresses the risk of stress and sets defined goals, making clear your commitment to supporting mental health at work.

2. ASSESS THE RISKS

Assess the risks of stress in your workplace and implement suitable control measures to address and reduce these. Review and update this assessment regularly

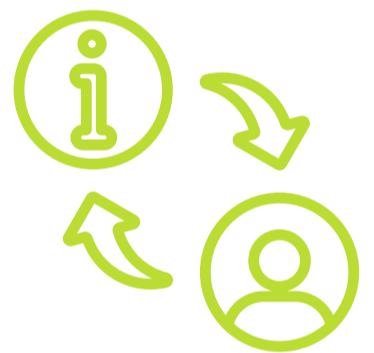


3. PROVIDE TRAINING

Provide training in mental health and stress at work so people have a greater awareness and understanding and can identify stress at work and support each other

4. SHARE INFORMATION

Share information about mental health and stress at work, including helpful resources and signposting to further information, training and support. Ensure you also share your relevant policies, initiatives, values and commitments



5. TREAT PEOPLE WELL

Enact a range of policies which support health, safety and wellbeing for workers. This includes key things like paying above the real Living Wage and offering flexible working terms

6. ENCOURAGE OPENNESS

Create a culture of openness where stress and mental health issues are regularly discussed in an inclusive, non-judgmental way. Talk to employees about their stress levels and wellbeing



7. OFFER DEDICATED HELP

Provide a trained Mental Health First Aider or Mental Health at Work Representative for your staff. If possible, offer the services of a trained counsellor or helpline

8. SEEK ADVICE

Ensure you are well educated on mental health and would be able to identify anyone who may need help. Make sure you also seek advice and support when you need it

