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**LIBERTY LEARNING AUTISM CONSULTANCY**

Health & Safety Policy

**Work Related Stress**

Pressure is part of work and promotes motivation and production but too much pressure, or pressure that lasts for a long time. can lead to stress, which undermines performance, is costly to employers, and can damage both physical and mental health.

Liberty Learning Autism Consultancy are aware that the most common causes of work-related stress include too much or too little work, lack of control over the work being done, process or target-led tasks, conflicting priorities and major change.

**Avoidance**

Liberty Learning Autism Consultancy will consider the factors below and ensure support is in place to protect staff when they are present in the working environment. It is essential that positivity and well-being are valued, encouraged and elevated and that team support remains ·in place.

* + **Demands** - including issues such as workload, work patterns and t h1e work environment
	+ **Control** - how much say the person has in the way they do their work
	+ **Support** - including the encouragement, sponsorship and resources provided by the organisation, line management and colleagues
	+ **Relationships** - including promoting positive working to avoid conflict and dealing with unacceptable behaviour
	+ **Role** - whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles
	+ **Change** - how organisational change (large or small) is managed and communication.

For guidance on how to manage personal stress refer to: [www.hse.gov.uk/stress/](http://www.hse.gov.uk/stress/)

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