

General School Risk Assessments - No.22 Stress (List additional hazards, risks and controls particular to your school using the blank template no.69)

Hazards	Is the hazard present? Y/N	What is the risk?	Risk rating H = High M = Medium L = Low	Controls (When all controls are in place risk will be reduced).	Is this control in place?	Action/to do list/outstanding controls *Risk rating applies to outstanding controls outlined in this column	Person responsible	Signature and date completed
Stress		Increased absences	M	The HSA Work Positive tool ¹ or similar is used to assist with risk assessment requirements where workplace stress is concerned				
		Increased conflicts	M	The school has a policy on dignity in the workplace which is communicated to all employees and displayed in the employees room				
		Increased anger levels for those effected	H	Employee's serious health and safety concerns about their work environment are addressed				
		Isolation	H	Demands in the employee body are achievable and within the role of the job holder				
		Low morale	M	Systems are in place to enable and encourage employees to report unacceptable behaviour, i.e. in accordance with the Dignity Policy				
		Effects on physical health, (e.g. raised blood pressure, tension headaches)	L	There is employee input into decision-making and career progression				
			L	Board of Management/VEC actions are consistent and fair				
		Effects on mental health, (e.g. anxiety, depression, insomnia)	M	The school provides employees with timely information to enable them to understand the reasons for proposed changes				
			M	If necessary, employees are given training to support any changes in their jobs				
			L	The school monitors employee's sickness absence and identifies reasons for absence				
			L	Employees can/should be able to approach the Principal or Deputy Principal to access appropriate support				

¹ Work Positive is an audit tool comprising a user-friendly pack which can be used to identify sources of stress in organisations. Work Positive is one of a number of tools available to help in this process. Additional information is available at http://www.hsa.ie/eng/Workplace_Health/Workplace_Stress

If there is one or more **High Risk (H)** actions needed, then the risk of injury could be high and immediate action should be taken. **Medium Risk (M)** actions should be dealt with as soon as possible. **Low Risk (L)** actions should be dealt with as soon as practicable.

Risk Assessment carried out by: _____

Date: / /