

General School - No. 21 Stress (List additional hazards, risks and controls particular to your school using the blank template no.55)

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 when action 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 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: / /