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

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| Hazards | Is the hazard present? Y/N | What is the risk? | Risk ratingH = HighM = 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 absencesIncreased conflictsIncreased anger levels for those effectedIsolation Low moraleEffects on physical health, (e.g. raised blood pressure, tension headaches)Effects on mental health, (e.g. anxiety, depression, insomnia) | M | The HSA Work Positive tool1 or similar is used to assist with risk assessment requirements where workplace stress is concerned |  |  |  |  |
| M | The school has a policy on dignity in the workplace which is communicated to all employees and displayed in the employees room |
| H | Employee’s serious health and safety concerns about their work environment are addressed |
| H | Demands in the employee body are achievable and within the role of the job holder |
| M | Systems are in place to enable and encourage employees to report unacceptable behaviour, i.e. in accordance with the Dignity Policy |
| L | There is employee input into decision-making and career progression |
| L | Board of Management actions are consistent and fair |
| 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 |
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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: / / © All Rights Reserved