Greenacre Environmental Systems Ltd

Stress Management Policy

Stress is defined as "the adverse reaction people have to excessive pressure or other types of demand placed on them" (HSE), and Greenacre Environmental Systems Ltd recognises that work-related stress can affect mental and physical health, and that it is a significant well-being issue.

Through the application of this policy, Greenacre Environmental Systems Ltd is committed to the identification and reduction of workplace stress factors, notably:

- The identification of all workplace stressors, and where deemed to be significant, conduct risk assessments to eliminate or control stress, and review such risk assessments regularly;
- To consult with employees on all proposed actions relating to the prevention of stress;
- Provision of access to confidential counselling for employees affected by stress, where this has been caused by work or work-related factors;
- Providing training on good management practices, where identified as being required;
- Encouraging a culture that recognises that stress is not a weakness.

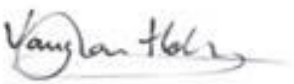
Roles and Responsibilities

Greenacre Environmental Systems Ltd's Managing Director shall ensure:

- Risk assessments are performed, and controls implemented, where deemed necessary;
- Effective communication is performed with employees, particularly relating to major changes relating to the organisation;
- Harassment and bullying does not occur within the organisation;
- Workloads are monitored to ensure employees are not overloaded with work;
- Employees are encouraged to take full entitlement of holidays, take sufficient rest periods during the working day and that where out of hours working is required, are provided with sufficient rest time before commencing work activities again;
- Training on good management practices is provided where identified as being required;
- All employees are full competent to perform their roles effectively, and have access to appropriate sources of information relating to stress;
- Confidential counselling is available to employees experiencing work related stress;
- Persons performing lone working activities follow Greenacre Environmental Systems Ltd's lone worker procedure, and are provided with appropriate support where required;
- They have access to suitable and sufficient advice and guidance relating to stress.

All employees of Greenacre Environmental Systems Ltd shall:

- Attend preventative stress management sessions, where requested to do so;
- Recognise the signs of stress in themselves and others, and how to minimise stress;
- Report any issues of concern to their line manager;
- Accept opportunities for counselling, where deemed to be of benefit to them.



Vaughan Hobson
Managing Director
15th November 2023