

Easton&OtleyCollege

Equality Impact Assessment – Initial Screening Form

Policy / procedure / event title	Management of Work Related Stress
Policy holder Job title Contact details	Liz Howard HR Director Extn 303
Directorate owner	Liz Howard
Date of completion	March 2013
Step A	
What are the aims, perceived benefits and suggested outcomes?	
<p>The College recognises the statutory requirements and responsibilities of the Health and Safety at Work Act 1974, the Management of Health and Safety Regulations 1999 and other relevant legislation, Regulations, Guidance and Codes of Practice. This policy forms part of the College organisational arrangements, particularly relating to Health and Safety and employment.</p> <p>It is recognised that work related stress is a Health and Safety issue and that risks to health can be minimised by the implementation of good management procedures. The College believes it to be unethical that employees should be injured by their work and that reasonable arrangements must be in place to prevent accidents and ill health occurring. This policy informs everyone in the College of the commitment to minimising the harmful effects of stress, the procedures that should be followed and who is responsible for each step.</p> <p>The College is committed to providing a working environment and management practices which promote the best health of all employees. Part of that commitment is to minimise the risk of the harmful effects of stress by:</p> <ul style="list-style-type: none"> • Introducing workable policies and procedures • Increasing awareness and understanding of stress related issues through training and health promotion • Investigating all incidents of potential or actual work related stress • Providing access to confidential welfare support services for any staff whose physical and/or mental health may have been injured by stress 	
Step B	
Do you have any data showing how the policy has been received and whether it is successful?	
Stress is a growing concern for many employers and the College wishes to progress a proactive stance to handling issues of work related stress. Therefore this policy has been significantly developed with reference to the Association of Colleges guidance.	
Step C	

Easton&OtleyCollege

Which equality strands could the policy, procedure or event impact upon?	
Strand	Notes
Ethnicity	The College recognises stress may manifest itself in many ways, educating staff to the operation of this procedure is seen to be a very important tool to assist line managers and staff. The procedure should support all employees and have no negative impacts upon any specific group.
Language	Colleagues with English as a second language can access support, as required, from the College to fully understand and interpret this procedure.
Disability	The College recognises the impact of stress on the mental well-being of all employees and will therefore consciously do everything possible to support all employees, including those with a disability to address the issues at an early stage. This procedure can be made available in differing formats to meet the needs of staff with a disability.
Gender	This policy is deemed to be gender neutral, but the College realises different genders may experience stress in differing ways.
Religion	This procedure is designed to support all groups and should any information to the contrary present a review will be conducted into the issues raised.
Age	The College accepts that age may give cause to a differing set of issues which may lead to stress. However the procedure is designed to support all irrelevant of their age.
Sexuality	This procedure should support all employees of every sexuality fairly and consistently.
Full impact assessment required?	YES <input checked="" type="radio"/> NO (please circle)
This will be conducted by: _____ (date)	
A copy of this form should be sent to the holder of the policy, procedure or event organiser	

This EIA was completed post review by the Policy Review Group 18th March 2013.