

Work related Stress Policy

Stress is not a weakness and can affect anyone.

Visual Interiors & Partitions Limited recognises that there is a difference between pressure and stress at work and that taking action to reduce the risk of ill-health, because of work-related stress, leads to the creation of a good working environment and a healthy workforce.

Although a certain amount of pressure can be motivational and enable Employees/Sub-Contractors to perform at their best, it is when too much pressure is experienced, leaving Employees/Sub-Contractors unable to cope, that stress can result.

The Health and Safety Executive has defined stress as 'the adverse reaction a person has to excessive pressure or other types of demand placed upon them'.

Work-related stress can be tackled by Company and its Employees/Sub-Contractors working together to identify sources of stress and how those can be managed.

Sources of stress can include:

- Demands of the role, leading to an unmanageable workload
- Being under challenged or having no autonomy, leading to a lack of job satisfaction or low esteem
- Environmental factors, such as noise, temperature, lone working
- Lack of support from management or colleagues
- Organisational changes and how those are communicated and managed
- Relationships and being subjected to unacceptable behaviours, such as bullying.

Employees/Sub-Contractors responsibilities


Employees/Sub-Contractors will:

- Follow Visual Interiors & Partitions Limited reporting procedures if they are experiencing work-related stress. It will be beneficial to do this at an early stage, to prevent a situation from getting worse
- Contribute to the development of any work-related stress risk assessment carried out by the employer
- Read all communications from the employer that concern work related changes and the reasons behind those
- Attend any counselling or stress management training sessions recommended by the employer
- Guidance is readily available.

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This policy will be reviewed annually as a minimum.

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<p>Date of Next Review: November 2026</p>	<p>Print Name: Philip Barker</p>

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