



MARIST CATHOLIC SCHOOL

PROCEDURE: **Stress in the Workplace**

Workplace stress is a recognised hazard in schools. This policy enables us to:

- identify the stressors in our workplace
- provide procedures for identifying and managing risk factors
- educate staff members about stress
- ensure that the employer and employee jointly accept responsibility for stress management.

Stress describes our physical and emotional response to a demand or stressor in our environment. It is a natural occurrence in life and everyday stress is necessary for growth and development. Individuals react to different amounts of stress and respond in a variety of ways. Feeling stressed for any length of time can have a very negative impact on an individual, and consequently, the organisation they work in.

At school, working together to develop a healthy work environment that minimises workplace stress has far reaching and positive results.

If a staff member attributes stress to the workplace they must provide the principal with detailed information regarding the diagnosis, symptoms, or prognosis. The principal will work with the staff member to develop an appropriate stress management action plan.

Should the board of trustees be asked to consider leave, they will act in good faith on the basis of information and advice available at the time its decisions are made, and in the best interests of all students, parents, and staff.