

# Stress Risk Assessment Form

---

## Chapel-end Children's Centre

<b>Name:</b>		<b>Service Area:</b>	
<b>Job role:</b>			
<b>Date of Assessment:</b>		<b>Review Date:</b>	
<b>Name of manager:</b>		<b>Signature</b>	

Work-related stressor	How does this affect you?	Corrective Action?	Are there any constraints?	Is further action needed? <sup>1</sup>
<b>Demands</b> – this includes your workload, work patterns and work environment.	Perceived harassment and bullying by some staff within the unit led to anxiety and depression.	LBWF policy information sent to staff regarding harassment and bullying. Also, policy regarding working as a team.	Dealing with concerns from other staff.	Staff to be reminded of the LBWF Free Counselling Service available to staff 24 hours daily, 365 day a year.
<b>Control</b> – this includes how much say you have in the way you do your work.	Did not have much control over work practice within the unit.	Mrs X was appointed to new role.	New role is a secondment for 1 year in the first instance.	Manager to monitor and review if necessary.
<b>Support</b> – this includes the encouragement, sponsorship and resources provided by the organisation, line managers and colleagues.	Some staff within the unit remains unsupportive.	Management change role so to restrict working within the unit where perceived harassment and bullying occurs.	N/A	“ “ “ “
<b>Relationships</b> – this includes promoting positive working to avoid conflict and dealing with unacceptable behaviour.	Relationship with staff at times was not positive.	Management continues to support staff.	N/A	“ “ “ “

---

Work-related stressor	How does this affect you?	Corrective Action?	Are there any constraints?	Is further action needed? <sup>1</sup>
<b>Role</b> – this includes whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles.	N/A.	N/A	N/A	“ “ “ “
<b>Change</b> – this includes how organisational change (large or small) is managed and communicated in the organisation.	Changes to working environment were made without any consultation.	Staff to try new role so that management can review and take further action where necessary.	N/A	“ “ “ “