



# Workplace *Stress & Wellbeing*

## Introduction

The City of Wolverhampton Environmental Health team would like to bring to your attention the importance of ensuring that you are looking after the wellbeing of your employees. It is important to manage and prevent work related stress which has the potential to cause long term physical and emotional ill health.

## Facts

### Mental Health

is the **number one reason for work related illness** in the UK and is on the rise.

**833,000 workers**

suffered from **stress, depression or anxiety** in **2020/2021**.

**Two in five employees'**  
**mental health worsened** during the  
course of the pandemic.

Source, The Health & Safety Executive

## Who is this advice for?

This leaflet provides basic advice to all business operators and managers to better understand stress and mental health in the workplace, and how you can implement preventative measures to support staff and tackle work-related stress.

## What does the law require?

### *The Health and Safety at Work etc. Act 1974*

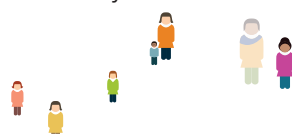
requires that all employers and self-employed persons ensure, so far as is reasonably practicable, the health, safety and welfare at work of all their employees and others affected by their work.

*The Management of Health and Safety at Work Regulations 1999*, require you to undertake a risk assessment, assessing the risks to your employees' health, considering any code of practice, and acting upon it. The risk assessment should be suitable and sufficient, and if you employ five or more employees, you are required by law to document it.

## Stress and Mental Health

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act.

Stress can be any type of change that causes physical, emotional and psychological strain on our body.



There are six main areas that may cause work-related stress if they are not managed well.

*These include:*

- **Demands** – being unable to cope with the demands of the job
- **Control** – being unable to control the way in which they do their work
- **Support** – lack of valuable information and support
- **Relationships** – experiencing bullying or having trouble with relationships at work
- **Role** – not understanding roles and responsibilities
- **Change** – feeling disengaged when a business is undergoing change

## Signs of stress

*Stress affects people differently, you should look out for signs such as:*

- Arguments amongst the staff
- Higher staff turnover
- More reports of stress and sickness absence
- Decreased performance
- More complaints and grievances

*A change in the way an employee thinks or feels can also be a sign of stress, for example:*

- Mood swings
- Being withdrawn,
- Loss of motivation, commitment, and confidence
- Being tearful, emotional or aggressive

It is your role to assess the risks in the workplace and take action to protect workers.

## How can I help my workforce?

- Reach out:** Start conversations to talk about stress and mental health
- Recognise:** The signs of stress in your employees and colleagues, considering demands, control, support, relationships, role and change
- Respond:** Complete a work-related stress risk assessment and action your findings
- Reflect:** Monitor and review the actions taken
- Routine:** Make it routine to ask how people are

## Mental Health Champion

Establishing mental health champions is a great way to raise awareness of mental health and challenge stigma in the workplace. Having trained individuals can help to create a culture where people feel comfortable talking about mental health and encourage individuals to seek help.

*Further details can be found at:*

***<https://workright.campaign.gov.uk/campaigns/workingminds/working-minds-champions/>***

## More detailed guidance and helplines can be found here:

Mind helplines, information and support:  
*Telephone: 0300 123 3393 or text 86463*

HSE's Working Minds Campaign and useful tools:  
*Visit: <https://workright.campaign.gov.uk/campaigns/working-minds/>*

HSE Managing stress at work and undertaking risk assessments:  
*Visit: [www.hse.gov.uk/stress/](http://www.hse.gov.uk/stress/)*

City of Wolverhampton Council '**Stay Safe, Be Kind**' pages contain information, advice and resources on looking after your mental health and wellbeing:  
*Visit: [www.wolverhampton.gov.uk/coronavirus-advice-and-information/stay-safe-be-kind](http://www.wolverhampton.gov.uk/coronavirus-advice-and-information/stay-safe-be-kind)*

