

 WARWICKSHIRE POLICE		POLICY
Security Classification	OFFICIAL	
Disclosable under Freedom of Information Act 2000	Yes	

POLICY TITLE	Stress Management
REFERENCE NUMBER	WP151
Version	1.3

POLICY OWNERSHIP	
DIRECTORATE	ENABLING SERVICES
BUSINESS AREA	HUMAN RESOURCES

POLICY IMPLEMENTATION DATE	June 2025
NEXT REVIEW DATE:	June 2028
RISK RATING	LOW
EQUALITY ANALYSIS	LOW

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1.0 POLICY OUTLINE

Warwickshire Police and the Office of the Police and Crime Commissioner (OPCC) are committed to protecting the health, safety and welfare of its workforce.

There are organisational benefits of promoting the psychological well being of the workforce in achieving performance objectives.

The Forces and OPCC recognise that workplace stress is an important health and safety issue and acknowledge the importance of taking all practical steps to identify and reduce occupational stress.

2.0 PURPOSE OF POLICY

The aim of this policy is to maintain and improve the well being of the workforce. Warwickshire Police and the OPCC have a duty of care to reduce, where possible, the risk to the workforce of stress caused or aggravated by organisational factors.

2.1 Health & Safety Executive (HSE) Management Standards

Warwickshire Police and the OPCCs will aim to reduce work related stress by using the HSE Management Standards approach.

Identify the stress risk factors

Warwickshire Police and the OPCCs will identify stress risk factors, using 6 areas of the HSE Management Standards:

- **Demands:** workload, work patterns, and the work environment
- **Control:** How much say the person has in the way they do their work
- **Support:** encouragement, sponsorship and resources provided by the organisation, line management and colleagues
- **Relationships:** promoting positive working to avoid conflict and dealing with unacceptable behaviour
- **Role:** Whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles
- **Change:** How organisational change (large or small) is managed and communicated in the organisation.

Consider who might be harmed and how

Data will be gathered from a variety of sources to enable the identification of areas of good performance but to also identify potential risks.

Evaluate the risks

Data and information will be evaluated and potential risks identified.

Develop and Implement recommendations

Action Plans will be formulated to address any potential risks identified.

Monitor and Review

The plans will be monitored and reviewed to assess their effectiveness and implement further measures if required.

3.0 IMPLICATIONS of the POLICY

- 3.1 This policy document has been prepared taking into account the following guidance:
- Health & Safety Executive Management Standards
- 3.2 This policy document has been prepared taking into account the following related legislation:
- Equality Act 2010
 - Working Time Directive
 - Health & Safety at Work Act 1974
- 3.3 Training:

Line Managers, officers and staff will be briefed on the policy and procedure.

4.0 CONSULTATION

This policy has been endorsed by the Warwickshire Police Negotiating and Consultative Committee following consultation with representatives from:

- UNISON
- Police Federation
- Health and Wellbeing Team
- Occupational Health
- HR Business Partners
- Health and Safety Team
- Internal Disability support groups

5.0 DOCUMENT HISTORY

The history and rationale for change to policy will be recorded using the below chart:

Date	Author / Reviewer	Amendment(s) & Rationale	Approval / Adoption
April 2014	Tina Smith/Liz Fletcher	Harmonisation – Not published until March 2015	JNCC April 2014
Sept 2017	Julie Darby	Change to risk rating – v1.1	January 2018
November 2022	Elysia Harvey	Reference to The Alliance removed	November 2022

April 2025	Steve Webb	Policy update	June 2025
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6.0 PROCEDURE

Procedure recorded within Appendix A.

7.0 ASSESSMENT AND ANALYSIS

A Health & Safety, Risk and Equality analysis has been conducted. The main risks identified are relating to the failure to implement this Policy and Procedure effectively rather than risks attached to the implementation itself.

APPENDIX A: PROCEDURE – STRESS MANAGEMENT

