

**Risk Assessment**

Stress in the Workplace									
<b>Venue</b>		Buxton Opera House							
<b>Department</b>		GENERAL			<b>Category</b>			General	
<b>RA Reference</b>		BUXOPGEN0043			<b>Review</b>			1 months	
<b>Date of RA/review</b>		27/06/2023			<b>Next review</b>			27/07/2023	
<b>Assessor/Reviewer</b>		Wmercier							
<b>People at risk (estimated numbers of people at risk)</b>									
<b>Employees</b>		11-50			<b>Contractors</b>			0	
<b>Visitors</b>		0			<b>Members of the Public</b>			0	
<b>Production staff</b>		0			<b>Others</b>			0	
<b>Client employees</b>		0			<b>Students</b>			0	
<b>Activity</b>									
Employees suffering from stress due to work-related stressors.									
<b>Any other relevant information</b>									
Hazard	Risk	Control measures	Risk Rating			Actions	Revised RR		
			L	S	RR		L	S	RR
Stress due to work-related activities	Staff may suffer stress due to tight and possibly unachievable deadlines, demanding workloads, being short staffed - leading to absence from work and long-term illness.	1: Management trained to recognise the symptoms of stress 2: People selected and matched to job demands identifying their skills and abilities 3: Management operate an open door policy 4: Sickness absence monitored and any trends discussed openly with the member of staff to try to identify and resolve any issues raised	3	3	9				

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|  | <ul style="list-style-type: none"><li>5: Adequate breaks given to staff with suitable rest areas where they can relax and unwind</li><li>6: Staff levels monitored and vacancies filled within reasonable time periods</li><li>7: Out of work activities encouraged. Off duty time emails, calls, texts etc discouraged.</li><li>8: Staff encouraged to develop new skills and take on new challenges</li></ul> |  |  |  |  |  |  |  |  |
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