

Employee Assistance

3.11

Rationale

1. To comply with the legal requirements of the Health & Safety in Employment Act (1992) and its amendments.
2. To promote awareness of workplace stress as a potential health hazard
3. To reduce, as far as possible, unreasonable workplace stress on employees

Requirements

1. The school will promote an awareness of the issue of workplace stress.
2. The staff will be encouraged to take responsibility for their own stress levels and to report to senior leadership unhealthy levels of stress for themselves and others.
3. The school will make available an EAP (Employee Assistance Programme) for those employees who are experiencing stress or whose personal circumstances make the work environment stressful.
4. The school will ensure that an employee who needs sick leave for workplace related illness is properly supported when he/she returns to school. This may relate to his/her curricular and co-curricular responsibilities.

Adopted by Board of Trustees 9 December 2019