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| **No 1** | **Employee Stress** | **Date** | **Review:**  |
| **POSSIBLE HAZARD**  | **PERSONS AT RISK**  | **CONTROLS**  | **Comments** |
| * COVID-19 pandemic
* Person suffering from stress/depression which may impact on the welfare of the employee and the children
 | * Staff
 | * Staff have been informed about the supports available to them if they are feeling anxious or stressed
* Management/Supervisors to be aware of symptoms of stress/depression e.g. changes for the worse in a person's normal level of performance observed and dealt with by Management such as overeating/drinking being touchy/irritable.
* Staff have been informed that if they feel pressure to talk to manager.
* All complaints/reports of stress/depression to be listened to sincerely and appropriate measures to be taken by the Manager.
* Endeavour to reduce or remove stressors, if possible.
* Refer to medical advisor- if needed
 |   |
| **FINAL ASSESSMENT**  | **OVERALL RISK: LOW - all ‘Actions’ are in place.** |

**Notes on completing above**

The risk assessment sheet above indicates **low risk** if all controls are in place (see risk rating sheet in this pack). This should be changed to Medium or High if the relevant controls are not in place and action taken to address the non-compliances. This should be noted in the Comments box.

Low: Indicates risks, which either give rise to a minor injury or the likelihood of its occurrence is low.

Medium: Indicates a medium risk due to either increased potential severity of injury or to a likelihood or more frequent occurrence.

High: Indicates that a high risk (severe injury) is associated with that hazard and the likelihood of its occurrence is not so low as to be ignored.

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| **Reviewed** | **Date:** | **By whom:** | **Final assessment/overall risk**  |
| Reviewed | 22/08/2019 | Lidia Glowka | Low-all actions are in place |
| Reviewed  | 28/02/2020 | Lidia Glowka | Low- all actions are in place |
| Reviewed and updated – due to COVIC-19 pandemic – the changes are marked in red | June 2020  | Lidia Glowka | Low-all actions are in place |
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