

## Managing Staff Anxiety (Post Covid19)

Assessment conducted by: AR	Job title: Head	Covered by this assessment:
Date of assessment: Tuesday, 23 November 2021	Review date: Dec 2021	Date of next review: TBC

Related documents
Stress audit and policy, Return to work questionnaire

Risk rating		Likelihood of occurrence		
		Probable	Possible	Remote
Likely impact	Major Causes major physical injury, harm or ill health.	High (H)	H	Medium (M)
	Severe Causes physical injury or illness requiring first aid.	H	M	Low (L)
	Minor Causes physical or emotional discomfort.	M	L	L

Area for concern	Controls in place	responsible	Risk rating following action H/M/L
Managing anxiety for staff	Increase communication lines to staff Identify any work/life issues and report to Wellbeing Governor Identify and undertake training on managing anxiety within the work place <a href="https://www.lpft.nhs.uk/young-people/lincolnshire/young-people/i-need-more-help/anxiety-stress-and-worry">https://www.lpft.nhs.uk/young-people/lincolnshire/young-people/i-need-more-help/anxiety-stress-and-worry</a> <a href="https://www.lpft.nhs.uk/young-people/lincolnshire/young-people/helping-you-help-yourself">https://www.lpft.nhs.uk/young-people/lincolnshire/young-people/helping-you-help-yourself</a> <a href="https://www.lpft.nhs.uk/young-people/online-workshops">https://www.lpft.nhs.uk/young-people/online-workshops</a> <a href="https://educationtraining.hays.co.uk/wellbeing-first/">https://educationtraining.hays.co.uk/wellbeing-first/</a> (AR to publish log in details) <a href="https://www.oxfordhealth.nhs.uk/talkingspaceplus/">https://www.oxfordhealth.nhs.uk/talkingspaceplus/</a> Give opportunities for staff to discuss their concerns Ensure NCT time taken if required Termly follow up on anxiety concerns and identify any additional support needed Offer open door policy to staff to ensure they have opportunities to discuss any concerns they have	HT All staff	M

Area for concern	Controls in place	responsible	Risk rating following action H/M/L
Staffroom	Keep social distancing where possible, especially those staff unvaccinated Use of handtowels instead of dishtowels.	All staff	M
Staff toilets	Larger bin for staff toilets Make a staff blackboard for messages and pictures Identify aromatherapy resources such as soaps, sprays to maximise positivity	HT	L