

Lincolnshire Police

Policy Document



Occupational stress policy PD 105

Policy document information

Reference number:	PD 105
Policy sponsor:	Chief Constable
Policy owner:	Asst Chief Constable
Author:	Head of Health and Care
Publication date:	November 2025
Review date:	November 2027

Version history

Version	Date	Reason for issue
5	Sept 2015	Biennial Review
6	Sept 2017	Biennial Review and change to new Policy Format
7	Sept 2019	Biennial Review
8	Sept 2021	Updates throughout
9	November 2023	Biennial Review and change to new Policy Format needs updating and force crest. 2.8, 4.1 and 4.2 slight change to wording
10	November 2025	Review and minor changes made to policy section 4 added in where this is monitored and the psychological screening. Equality Act proforma is the new version.

Code of Ethics

All staff involved in carrying out functions under this policy and associated procedures and appendices will do so in accordance with the principles of the Code of Ethics. The aim of the Code of Ethics is to support each member of the policing profession to deliver the highest professional standards in their service to the public.

Legislative compliance

This document has been drafted to comply with the principles of the Human Rights Act. Proportionality has been identified as the key to Human Rights compliance, this means striking a fair balance between the rights of the staff and those of the rest of the community. There must be a reasonable relationship between the aim to be achieved and the means used.

Equality and Diversity issues have also been considered to ensure compliance with the Equality Act 2010 and meet our legal obligation in relation to the equality duty. In addition, Data Protection, Freedom of Information and Health and Safety Issues have been considered. Adherence to this policy or procedure will therefore ensure compliance with all relevant legislation and internal policies.

Other legislation/law which this policy has been drafted to comply with:

- [Human Rights Act 1998 \(in particular A.14 – Prohibition of discrimination\)](#)
- [Equality Act 2010](#)
- [Crime and Disorder Act 1998](#)
- [H&S legislation](#)
- [Data Protection Act 2018](#)
- [Freedom Of Information Act 2000](#)

Security classification

Policy to be published on Intranet: Yes

Policy to be published on Force Website: Yes

Authorised Professional Practice (APP)

This policy has been checked against APP and there is none in relation to the subject matter of this policy.

1. Policy aims (Purpose)

- 1.1. Lincolnshire Police is committed to protecting the health, safety, and wellbeing of its entire workforce.
- 1.2. We recognise that workplace stress is a health & safety issue and acknowledge the importance of taking all practical steps to identify and reduce occupational stressors.
- 1.3. The aim of this policy is to put in place proactive measures to reduce and manage workplace stress. Doing this will help to maintain and improve the

health and wellbeing of our workforce, reduce workplace stress, and help to reduce absence attributed to this.

- 1.4. The policy applies to all within Lincolnshire Police including the Office of the Police and Crime Commissioner, and it will provide a framework by which the force will identify and proactively manage organisational factors which can result in occupational stress.

2. Policy statement (Key information)

- 2.1. Employers have a legal duty to protect employees from stress at work by doing a risk assessment and acting on it. The risk assessment should identify any significant risks and potential exposure of stressors to employees.
- 2.2. Workplace stress, leading to psychological ill health is one of the biggest causes of sickness absence in UK workplaces including those who work in Policing.
- 2.3. The Health and Safety Executive's (HSE) Management Standards Approach enables the force to identify and reduce stress at work by providing a risk-based approach framework to identify, risk assess and control / mitigate workplace stressors at both an individual and general workforce level. The risk assessment can be used on an individual level or for wider work groups.
- 2.4. The HSE defines stress as "the adverse reaction people have to excessive pressure or other types of demand placed on them". Workers feel stress when they can't cope with pressures or other issues.
- 2.5. The HSE Management Standards cover six key areas of work design that, if not properly managed, are associated with poor health and well-being, lower productivity, and increased sickness absence.
 - Demands – such as workload, work patterns and the work environment.
 - Control – such as how much say the person has in the way they do their work.

- Support – such as the encouragement, sponsorship and resources provided by the organisation, line management and colleagues.
- Relationships – such as promoting positive working to avoid conflict and dealing with unacceptable behaviour.
- Role – such as whether people understand their role within the organisation and whether the organisation ensures that they do not have conflicting roles.
- Change – such as how organisational change (large or small) is managed and communicated in the organisation.

2.7. Lincolnshire Police are committed to promoting a supportive climate, with a culture of openness, where stress is not seen as a personal weakness, and where staff experiencing stress and any subsequent psychological ill health can access appropriate support and most importantly mitigate the risk of workplace stressors, without stigma.

2.8. Effective awareness, monitoring, and assessment of workplace driven stressors is just one component of how Lincs Police manage the various physical and psychological health risks that originate in the workplace.

3. Other related documents and appendices

3.1. This policy has been prepared considering the following legislation, regulations, and guidance:

- [Working together to reduce stress at work - a guide for employees INDG424 \(hse.gov.uk\)](#)
- [What are the Management Standards? - Stress - HSE](#)
- [Stress - Every Mind Matters - NHS \(www.nhs.uk\)](#)
- [Work and stress - Mind](#)

3.2. Internal Policy/Strategy / document links:

- Force Health and Safety Policy
 - HSE stress risk assessment guide and action plan [Stress Workbook \(hse.gov.uk\)](#)

Guidance documents

- Appendix 1 - Process Flow Chart for staff and managers
- Appendix 2 - H50 risk assessment document

4. Monitoring and review

- 4.1. The implementation and compliance with this Policy will be monitored by the Force Health and Safety Committee, and People Board in conjunction with the Head of Health and Care.
- 4.2. Monitoring will include information as to the levels of stress identified within Lincolnshire Police which may be measured by reason for absence and number of working days lost due to stress and other psychological illness. Psychological screening for high-risk groups identified using the NPWS STRICT guidance will also help to monitor and support colleagues.
- 4.3. The policy will be formally reviewed two years after implementation, or prior to that date in the case of changes to legislation, guidance or other identified.

5. Who to contact about this policy

- 5.1. This policy is owned by Director of People services Charley Rimmer
- 5.2. Any enquires about this policy should be directed to Health and Safety Business Partner and Head of Health & Care