

# April is Stress Awareness Month: tackle stress in the workplace with five steps in five weeks

This April, Britain's bosses are being invited to follow five simple steps to prevent and reduce stress in their workplace.

The Health and Safety Executive's (HSE) Working Minds campaign has called on employers to support workers mental health during Stress Awareness Month.

Over the course of the month, employers are encouraged to focus on one of the campaign's 5 Rs for each of the five weeks. They are: to **Reach out** and have conversations, **Recognise** the signs and causes of stress, **Respond** to any risks you've identified, **Reflect** on actions you've agreed and taken, and make it **Routine**.

Preventing work-related stress isn't just the right thing to do by workers, it's the law. All employers are required to prevent work related stress to support good mental health in the workplace.

The Working Minds campaign brings together a range of tools and support to help businesses and workers including free online learning, Talking Toolkits, risk assessment templates and examples.

**Kayleigh Roberts from HSE Engagement and Policy Division says:** "By being proactive, you can improve productivity, reduce sickness absence and help retain valued workers. Employers are required to assess the risk of work-related stress impacting their workers, and act on the risks identified.

"As well as guiding you step by step, we provide all the practical templates, tools and resources you need to get started or, you can use it as an opportunity to review what you already do. A huge part of this is making it part of your everyday working life, not just a one-off tick box that gets forgotten about."

There are six main areas that can lead to work-related stress if they are not managed properly. These are: demands, control, support, relationships, role and change. Factors like skills and experience, age, or disability may all affect someone's ability to cope.

If you are an employer looking for support, a good place to start is to [register for free bitesize learning](#).

You can also...

- Use a [Talking Toolkit](#) to help structure your conversations
- [Download a risk assessment template](#) to develop your processes for preventing or managing stressors
- Find out about NEBOSH HSE [Certificate in Managing Stress at Work](#)

- [Sign up to the monthly newsletter](#) to help you champion the Working Minds campaign beyond April.
- [Watch the webinar](#) with Healthy Working Wales, which is also available with [Welsh subtitles](#).

#### **Notes to Editors:**

1. The [Health and Safety Executive](#) (HSE) is Britain's national regulator for workplace health and safety. We prevent work-related death, injury and ill health through regulatory actions that range from influencing behaviours across whole industry sectors through to targeted interventions on individual businesses. These activities are supported by globally recognised scientific expertise.
2. To read more about HSE's Working Minds campaign click [here](#).
3. There are 36 Working Minds campaign partners including; Mind, ACAS, CIPD, NEBOSH and IOSH.
4. For press and media enquiries please contact [enquiries@hse.gov.uk](mailto:enquiries@hse.gov.uk)