

HSE provides free online learning to help employers tackle work-related stress

The Health and Safety Executive (HSE) has today (12 May) launched a free online learning module to help employers get to grips with risk assessment of work-related stress.

The launch coincides with Mental Health Awareness Week (12-18 May) and expands HSE's Working Minds campaign, which supports businesses in preventing work-related stress and supporting good mental health.

With around half of all work-related ill health attributed to stress, depression and anxiety, the new module provides step-by-step guidance for employers on conducting effective risk assessments, identifying root causes of work-related stress, and implementing solutions that have a real impact.



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Kayleigh Roberts from HSE's Engagement and Policy Division said: "Preventing work-related stress isn't just the right thing to do for your workers—it's also a legal requirement. Our new online learning module aims to make it easier for businesses, particularly small to medium organisations to understand their obligations and what they need to do on a practical level.

"This isn't about ticking boxes. It's about embedding good practices into everyday business operations. By taking a proactive approach, employers can improve productivity, reduce sickness absence, and retain their valued workers. The module provides all the practical templates, tools and resources needed to get started or to review existing practices."

HSE highlights six main areas that can lead to work-related stress if not managed properly: demands, control, support, relationships, role, and change.

Businesses are encouraged to implement the Working Minds campaign 5Rs approach to support the risk assessment process:

1. Reach out and have conversations
2. Recognise the signs and causes of stress

3. Respond to risks by agreeing action points
4. Reflect on the actions taken
5. Make it Routine to check in regularly

Employers can register for the [online learning module](#) to access step-by-step advice, practical tools, and downloadable templates.

Visit the [Working Minds campaign website](#) for more information about the Working Minds campaign and to download materials.

Further information:

- [The Health and Safety Executive](#) (HSE) is Britain's national regulator for workplace health and safety. We are dedicated to protecting people and places, and helping everyone lead safer and healthier lives. Key stats can be found at www.hse.gov.uk.
- Mental Health Awareness Week runs from 12-18 May 2025.
- The Working Minds campaign was launched to help businesses recognise the signs of work-related stress and make tackling issues routine.
- More information about the [legislation](#) referred to in this case is available.
- Further details on the latest [HSE news releases](#) is available.
- HSE does not pass sentences, set guidelines or collect any fines imposed. Relevant sentencing guidelines must be followed unless the court is satisfied that it would be contrary to the interests of justice to do so. The sentencing guidelines for health and safety offences can be found [here](#).