



UP NORTH COMBINE LTD

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STRESS POLICY

Stress is the adverse reaction people have to excessive pressure.

Stress is not a disease, Up North Combine Ltd recognises that if any stress is intense and goes on for some time it can lead to mental and physical ill health (eg. depression, nervous breakdown, heart disease)

Up North Combine Ltd is committed to ensure the general well-being of fellow members, club, federation and UNC officials should not be made ill by their duties.

The purpose of this policy is Up North Combine Ltd will look at the pressures that could cause high and long-lasting levels of stress and consider ways of preventing harm.

All fellow members, club, federation and UNC officials will be involved at every stage of the assessment process.

Up North Combine Ltd officials are instructed to look out for signs of stress in individuals and take reasonable steps to deal with any pressures.

Fellow members, club, federation and UNC officials are encouraged to discuss stress in the knowledge that any information they give will be treated in confidence and with understanding.

Karen Goldsbrough
Secretary