

Stress Indicator Tool

Case Studies

September 2024



Introduction

Hundreds of organisations both in the UK and globally are proactively using the Stress Indicator Tool to measure and understand more about their workers' health and wellbeing. It is used and trusted by organisations of all sizes, across all industry sectors.

Customers frequently report to us that, as a result of using the SIT, they have achieved greater engagement and commitment to health and safety from employees, have reduced the number of accidents at work, reduced costs, and have demonstrated better leadership.

The following case studies highlight real-world experience of three companies that proactively used the Stress Indicator Tool to understand their employee's attitudes and perceptions towards work-related stress management. They then used the results to create an action plan to mitigate the risk of work-related stress across their organisation.

“Overall, 89% of respondents surveyed recommended the Stress Indicator Tool.”

STRESS INDICATOR TOOL

Case Study #1



Gareth Booker - Operations Director at Shaftesbury Theatre

Founded in 1911, Shaftesbury Theatre stands as one of London's most iconic venues, embodying over a century of theatrical excellence. Located in the heart of the West End, this historic theatre has been a beacon of innovation, consistently showcasing a diverse array of performances that have captivated audiences from around the world.

Today, Shaftesbury Theatre continues to be a vibrant cultural hub, drawing in new generations of theatre-goers with its eclectic mix of performances. Whether hosting West End premieres or revivals of beloved classics, the Shaftesbury remains dedicated to pushing the boundaries of what's possible in live entertainment. With its stunning architecture, rich history, and unwavering dedication to the arts, Shaftesbury Theatre is not just a place to see a show—it's an institution that has helped shape the very fabric of London's theatrical heritage.

Reason for using the Stress Indicator Tool?

"We used the Stress Indicator Tool to ensure compliance, and we were providing the support our employees needed. It's a useful way to understand whether we need to review our work practices and gain an understanding of the attitudes in our workplace."

Have you used the exclusive HSE industry benchmarking data to position your organisation and highlight priority areas? (please explain)

"Yes, the benchmarking data which is available free of charge as part of your subscription is extremely useful, as it means we can accurately compare our results and target the most pressing areas of concern."

Would you recommend SIT to other organisations?

"Yes, it is a useful tool and a good starting point for anyone looking to understand and improve their awareness of stress-related issues in their workplace."

Advice for other organisations?

"Make sure you treat the SIT as a project and communicate your plan to employees as soon as you can. We found that low levels of engagement meant that the overall findings were somewhat skewed by a couple of responses. If we had been more communicative at the start and made it clearer for people to complete, hopefully, we could have avoided this happening."

Case Study #2

Alison Pearce – Director at Five Focal Point Limited

five focal point ltd

Five Focal Point Limited care home is a dedicated provider of high-quality, compassionate care for the elderly and those in need of specialized support. With a commitment to creating a safe, comfortable, and nurturing environment, we offer personalized care services that cater to the physical, emotional, and social well-being of our residents.

Reason for using the Stress Indicator Tool?

"We used the Stress Indicator Tool to assess our staff's wellbeing and to explore areas of our business for improvement."

What improvements have you noticed in the management of work-related stress at your organisation since adopting the tool?

"Once the survey finished, our directors and managers committed to analysing the report to understand our staff's attitudes and perceptions. As an employer, we have become more conscious of work-related stress and have worked on several initiatives to improve staff wellbeing which do seem to have had an impact in a positive way."

Were any of the initiatives you implemented successful?

"The tool has created a general awareness across our organisation and as a result, we have introduced Wellbeing Wednesday which has been successful. One of our managers has also recently completed a mental health first aider course and this has really helped her and the team gel. We also hope to run some team building events but have not yet finalised these yet."

Would you recommend SIT to other organisations?

"Absolutely - It was really useful and some of the results were surprising. The ability to tailor it to your workplace is great and the open questions gave staff a chance to have more of a say on the topic."

Case Study #3

Lynne Stevenson - Strategic People Business Partner at Barnardo's



Barnardo's is one of the UK's leading children's charities, with a rich history of supporting vulnerable children, young people, and their families since its founding in 1866. Established by Dr. Thomas Barnardo, the organization began as a refuge for destitute children in London and has since grown into a nationwide charity dedicated to transforming the lives of those in need.

The charity's mission is to bring hope and opportunity to every child, regardless of their background or circumstances. Barnardo's believes that every child deserves the best possible start in life, and they work to break the cycles of disadvantage and poverty that can hold young people back.

Reason for using the Stress Indicator Tool?

"We used the Stress Indicator Tool as a template for surveying colleagues to gain an understanding of stress at work. This was a proactive measure as a result of Occupational Health referrals where stress was identified as a factor in absences."

Since using the SIT, has it helped to measure the impact work-related stress has on your organisation?

"Yes, we have used the survey results to check whether any trends are emerging. We can then compare this year on year to see if the changes we made had any impact."

What improvements have you noticed in the management of work-related stress at your organisation since adopting the tool?

"We have definitely noticed colleagues are more open to talk about work-related stress which in-turn leads to a more supportive workforce. Using an anonymous survey tool means staff find it easier to speak about their stress levels."

Contact us for more details and to learn how others are using the Stress Indicator Tool to great effect.

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