

## Social Distancing Policy

### 1. Introduction

1.1 Importance of Social Distancing The Centers for Disease Control and Prevention (CDC) has found that one of the most effective ways of preventing the spread of COVID-19 is limiting face-to-face contact with others, known as social distancing or physical distancing. The Occupational Safety and Health Authority (OSHA) similarly recommends increased social distancing when preparing workplaces to respond to COVID-19. This Social Distancing Policy is a key part of our overall strategy and commitment to maintaining a healthy workplace in light of the COVID-19 pandemic. Although knowledge about the virus and how it spreads is evolving, based on the information we have now, these measures will help curb its spread. Compliance with this policy is essential because current consensus on the virus suggests, among other things, that:

- COVID-19 is highly contagious.
- Current national and global guidance indicates that COVID-19 spreads mostly among people who are in close contact (within about 6 feet, or two arms' lengths) for a prolonged time period (between 10 and 30 minutes, depending on the distance).
- Current national and global guidance indicates that the virus generally spreads when an infected person coughs, sneezes, or talks, and droplets from their mouth or nose get in the air and land in the mouths or noses of nearby people.
- Current national and global guidance indicates that a person who has the virus may not have any symptoms but may still spread COVID-19.
- Current national and global guidance indicates that a person can get COVID-19 by touching another person, such as with a handshake, or by touching another surface or object that has the virus on it and then touching their own mouth, nose, or eyes.
- Current national and global guidance indicates that the virus can live on surfaces for up to several days, up to 72 hours, depending on the surface and other conditions.

1.2 As an employer of staff, The Boulevard Academy recognises the statutory responsibilities related to employment. Day-to-day management of staff is delegated to the CEO/Principal and line managers in The Boulevard Academy. Throughout this document, reference is made to the responsibilities held by the CEO/Principal for operational purposes. Ultimate responsibility rests with the Board of Trustees.

1.3 The Boulevard Academy and the Board of Trustees are committed to promoting positive mental, physical and emotional wellbeing and will provide suitable support for all members of staff. Although preserving life and proactively protecting the health of all stakeholders is the primary aim of the CEO/Principal and The Board of Trustees, taking action to prevent ill health and promote good health additionally makes good educational and business sense, as sickness absence carries high costs both in monetary terms and in terms of the impact upon performance, teaching and learning, morale and productivity, which may further disrupt or compromise student progress.

*'It shall be the duty of every employer to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all his employees.'* (Health and Safety at Work Act, 1974)

- 1.4 Members of the teaching and non-teaching staff are entitled to be treated fairly and professionally at all times. The Board of Trustees of The Boulevard Academy takes very seriously its duty of care as an employer to all members of staff and a number of amendments to daily procedures have been made in relation to this duty.
- 1.5 The Boulevard Academy/Board of Trustees and the CEO/Principal recognise the importance of workplace unions in promoting and maintaining a positive health and wellbeing environment. The Board of Trustees/CEO/Principal will ensure no blacklist, formal or informal, is created as a result of actions taken by employees on advice of their trade unions. Concerns are to be reported to the CEO and discussions to take place to overcome issues wherever practicable, in line with the Employment Relations Act (1999).
- 1.6 Guidance from Public Health has underpinned the principles outlined throughout this policy and all guidance from them has been followed. Public Health have stated in Local Authority meetings that during a worldwide pandemic it is impossible to provide a completely safe environment in any workplace or school. The risks must be mitigated wherever possible and the risks of schools not being open need to be balanced against the risks of opening. The CEO/Principal will continue to liaise regularly with Public Health professionals and will update policies and procedures as recommended by them during different phases of this pandemic.

## **2. Who This Policy Applies To**

- 2.1 This policy will apply to all stakeholders associated The Boulevard Academy, including Trustees, staff, students, parents/carers and visitors.

## **3. Aims**

- 3.1 This policy aims to:
  - 3.1.1 Provide a working environment which enables staff to work in an environment in which staff wellbeing and safety is supported and which enables staff to carry out their duties effectively within the limitations of social distancing.
  - 3.1.2 Recognise the key role of the Principal/Senior Leaders/Line Managers for their responsibilities by enabling access to guidance, training and support on the new guidelines and procedures.
  - 3.1.3 Encourage staff, as individuals, to accept responsibility for their own mental, physical and emotional wellbeing in these challenging times.

- 3.1.4 Comply with all statutory requirements.
- 3.1.5 Develop and maintain a positive health and safety culture through regular communication and consultation with staff and their trade union representatives on health and safety matters.
- 3.1.6 Ensure that all staff are aware of the policy through regular promotion on staff notice boards and electronic systems.
- 3.1.7 Identify the hazards that could lead to poor staff health and wellbeing and reduce these wherever possible.

#### **4. Legislation –**

- 4.1 Legislation that will be considered when promoting positive mental, physical and emotional wellbeing, including, but not exclusively:
  - The Health and Safety at Work Act 1974;
  - The Equality Act 2010;
  - Working Time Regulations;
  - Employment Rights Act 1996;
  - Employment Relations Act 1999.
  - Current and Up to Date Covid 19 Government Guidance

#### **5. Responsibilities**

##### **5.1 HR Function shall:**

- 5.1.1 Provide the necessary professional advice, support and training to the Employer/Governing Body and all Academy staff as and when required.
- 5.1.2 Assist with the referral of staff to medical services, when appropriate.
- 5.1.3 Assist in the formulation of return-to-work programmes and provide advice on the implementation of statutory requirements.
- 5.1.4 Provide an impartial Employee Assistance Programme, that is available 24 hours a day, 7 days a week via 'Health Assured'.
- 5.1.5 Carry out individual risk assessments for every member of staff to identify health risks to individuals and members of their households. These risk assessments will inform decisions about when individuals are 'as safe as others' to return to the Academy building to carry out their roles.

## **5.2 The Board of Trustees shall:**

5.2.1 Ensure this policy is implemented and procedures are in place that recognise and deal with the issue of common physical health problems, especially in relation to Covid 19, which will include: consideration of organisation of work; health risk assessment where appropriate; early recognition for staff with underlying health problems (which may require training); and interventions that include short-term rehabilitation and return-to-work plans and longer-term reasonable adjustments.

5.2.2 Actively demonstrate recognition and acceptance of common health problems by creating an environment where staff feel comfortable in asking for help.

5.2.3 Act early and provide consistent support.

5.2.4 Enlist the support of HR and Occupational Health, when appropriate, and ensure staff are able to access this support.

5.2.5 Ensure that staff roles and responsibilities are clearly defined.

5.2.6 Attend regular training on health and wellbeing in schools.

5.2.7 Ensure that all of The Boulevard Academy's policies are assessed for workload impact.

5.2.8 Take into account the equality implications of any policies introduced and monitor on a regular basis.

5.2.9 Refer to the wellbeing policy, in consultation with the workplace unions, to include a provision of benefits offered to staff.

5.2.10 Provide opportunities for staff to be inoculated for Covid 19 at the earliest opportunity for Key Workers.

5.2.11 Ensure the policy is monitored, evaluated and reviewed with the recognised workplace unions on a regular basis, in the light of changing needs and legislative frameworks.

5.2.12 Audit the COVID19 risk assessments and review practice accordingly.

## **5.3 The CEO/Principal shall:**

5.3.1 Recognise the value of good management practice with systems in place to effectively manage staff and encourage a partnership approach with staff, workplace unions and the The Boulevard Academy's health and safety committee.

- 5.3.2 Foster a supportive work environment, operating in a fair and consistent manner.
- 5.3.3 Promote a healthy workplace and practices that ensure that members of staff and students are informed and supported in developing a healthy mind and lifestyle.
- 5.3.4 Be alert to any indication of changes in performance or behaviour in staff and students and promote sympathetic alertness to staff or students who show signs of being under stress or illness. Encouraging others to report instances of concern to line managers and supporting all stakeholders through discussions, alternative arrangements for return as deemed necessary by the CEO/Principal and through referring to specialist support, including 'Health Assured'. However, the CEO/Principal cannot be responsible for stakeholders not taking up referrals or support offered.
- 5.3.5 Understand the differing needs of staff, at different points and events during their life cycles, and offer support accordingly, if and when required. This may include support for people in 'vulnerable' groups and those with caring responsibilities. In line with Government Working Time Regulations, The Boulevard Academy has offered flexible working hours during lockdown and will continue to support staff with this, wherever possible. As students return to the Academy, it will, however, be necessary to resume our normal, contracted, working hours.
- 5.3.6 Follow agreed procedures when there are concerns or absence due to physical or mental-health problems.
- 5.3.7 Ensure that a return-to-work policy is followed in the workplace that is supportive of staff both while absent and upon return to work.
- 5.3.8 Carry out a risk assessments, where necessary, and especially when concerns have been raised, as soon as possible. In line with the Equality Act (2010), all risk assessments will be carried out with a uniform approach regardless of Age, Gender, Disability, Race, Sex, Religion/Beliefs, Sexual Orientation or Marital status.
- 5.3.9 Ensure that appropriate staff have access to regular training sessions on health and wellbeing in schools, including practical sessions to deal with mental, physical and emotional wellbeing issues, and that they are given the appropriate time and resources to undertake this.
- 5.3.10 Carefully plan and agree work-life balance solutions including flexible working practices where possible and appropriate for both staff and students. Adhering to the Equality Act (2010) the CEO/Principal will ensure that staff experience no discrimination for requiring reasonable alternative working arrangements that may differ from their colleagues.
- 5.3.11 Demonstrate commitment, via systems and practices in place in The Boulevard Academy, to employees maintaining a good work/life balance, and ensure that such practices are communicated to all staff.

5.3.12 Manage pressures which may affect staff and students, including the impact of workload pressures, and anticipate likely problems, taking action to reduce the effects of these pressures where possible.

5.3.13 In consultation with the workplace unions, conduct a termly survey of staff, including a section on health and wellbeing, and share and act upon results.

5.3.14 Ensure school policy adheres to the Government Guidance on the Covid 19 Pandemic, making all reasonable adjustments possible for the school environment.

5.3.15 Stay alert to and up to date with any changes or amendments to Government Guidance.

#### **5.4 Senior Leadership/Extended Leadership/Line Managers shall:**

5.4.1 Foster a supportive work environment, operating in a fair and consistent manner ensuring that the Employment Rights Act (1996) is adhered to, *'An employee has the right not to be subjected to any detriment by any act, or any deliberate failure to act, by his employer done on the ground that— he brought to his employer's attention, by reasonable means, circumstances connected with his work which he reasonably believed were harmful or potentially harmful to health or safety.'*

5.4.2 Pay attention to any indication of changes in performance or behaviour in staff and students and promote sympathetic alertness to staff or students who show signs of being under stress or illness and report these to the CEO/Principal in a timely manner.

5.4.3 Follow agreed procedures when there are concerns or absence due to work-related stress and other mental health problems.

5.4.4 Ensure that a return-to-work policy is established in the workplace that is supportive of staff both while absent and upon return to work.

5.4.5 Carry out a risk assessment, where necessary, and especially when concerns have been raised, as soon as possible.

5.4.6 Attend regular training on health and wellbeing in schools.

5.4.7 Communicate work-life balance practices to all staff and manage pressures which may affect staff and students, anticipating likely problems, taking action to reduce the effects of these pressures where possible.

5.4.8 Demonstrate commitment to staff by encouraging a good work/life balance and being flexible, where possible, in the current climate of the pandemic.

5.4.9 Stay alert to and up to date with any changes or amendments to Government Guidance.

5.4.10 Ensure school policy adheres to the Government Guidance on the Covid 19 Pandemic, making all reasonable adjustments possible for the school environment.

5.4.11 Ensure that appropriate staff have access to regular training sessions on health and wellbeing in schools, including practical sessions to deal with mental, physical and emotional wellbeing issues, and that they are given the appropriate time and resources to undertake this.

5.4.12 Manage pressures which may affect staff and students, including the impact of workload pressures, and anticipate likely problems, taking action to reduce the effects of these pressures where possible and inform the CEO/Principal of any issues in a timely manner.

## **5.5 Staff should:**

5.5.1 Seek support or help when they think they are experiencing a problem, if possible, to a clearly identified line manager or named individual.

5.5.2 Act in a manner that respects the health and safety needs of themselves or others whilst in the workplace. The Health and Safety at Work Act (1974) states that *'It shall be the duty of every employee while at work:*

*(a) to take reasonable care for the health and safety of himself and of other persons who may be affected by his acts or omissions at work; and*

*(b) as regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.'*

5.5.3 Consider wellbeing support mechanisms offered by The Boulevard Academy; e.g. counselling, taking responsibility for seeking medical advice when asked of them. The Academy reserves the right to make individual decisions about returning to work and measures taken on return for individuals, in order to best protect the health and wellbeing of the workforce. These matters are confidential between the individuals concerned and the Leadership Team/Trustees, this confidentiality must not be breached and staff must not question each other as to why they have special consideration. Individual staff members are entitled to privacy and this must be maintained.

5.5.4 Consider attending training on health and wellbeing issues where they feel that this is appropriate.

5.5.5 Where possible, be watchful of any indication of changes of behaviour in colleagues and students and promote sympathetic alertness to colleagues who show signs of stress or illness.

5.5.6 All staff will adhere to the risk assessments, guidance and procedures put in place in light of the Covid 19 pandemic and guidance.

Large Gatherings Prohibited. Large in-person gatherings and in-person meetings are prohibited in the workplace until further notice. The exception to this is safeguarding meetings with less than three people attending. However, nothing in this policy prohibits employees from communicating with one another about workplace issues or gathering virtually using audio, visual, or other technology.

Two metre Distancing. Maintain a 2m distance from others when crossing paths or walking near others' desks or workstations. Observe all space markings and traffic flow directions, including:

- 2m distance reminders on floors or walls in locations where employees traditionally have gathered or may need to wait for entrance to a space or for equipment use; and newly designated one-way pathways between desk clusters and other areas where 2m distancing is not possible with two-way traffic flow.
- No Physical Greetings. Do not shake hands or greet others in any manner that requires any physical contact (such as fist or elbow bumps). In the "new normal" this is considered polite, not rude.
- Visitor Limitations. All personal visitors are prohibited until further notice, except in cases of emergency. All other visitors are to be individually authorised by the Principal. Visitors will only be permitted on site when there is no alternative and it is deemed an essential visit by the Principal CEO. If a member of staff disagrees with the decision of the Principal/CEO regarding a visitor not being allowed on site, they must produce further evidence of the need for the visit before a follow up discussion regarding the visitor takes place. If the Principal/CEO still deems the visit non-essential, the decision to not allow the visitor on site will be final.
- Shared Supplies and Equipment. Do not share supplies and equipment. Where it is essential that equipment is shared, it must be cleaned between use – or if this is not possible, gloves should be worn or hand sanitiser used immediately after touching said item.
- Be Flexible. Adhere to new guidelines as they emerge, as this issue is new and evolving. If you witness or become aware of any employees or other individuals violating this policy, you must report them to the CEO/Principal immediately.

This is in line with up to date Government Guidelines on Covid 19 which state:

*‘Employees are expected to practice social distancing at work and outside of work as per the latest Government guidance (noted in this policy is the guidance from the Government in July 2020):*

*a. increase personal space to at least 2m wherever possible, always remaining over 1m away from any person who is not part of your household / bubble.*



*b. If employees have symptoms of acute respiratory illness (fever, cough, shortness of breath), they must stay at home and not come to work until (72 hours) have passed since resolution of fever without the use of fever-reducing medications and improvement in respiratory symptoms (e.g., cough, shortness of breath); and at least 7 days have passed since symptoms first appeared.*

*c. Employees must notify the CEO/Principal and stay home if they are sick in any way, since compromised immune systems will have more trouble fighting off Covid-19. Employees should consult medical professionals with any questions about their personal health.*

*d. If an employee is well but a family member within their household/bubble exhibits symptoms of Covid-19, they should notify the CEO/Principal who will, where deemed necessary and practicable, facilitate working from home as per CDC guidelines for controlling the spread of Novel Coronavirus COVID19.*

**Failure to comply with these social distancing measures may result in discipline, up to and including termination of employment**

## **5.6 Students should:**

5.6.1 Adhere to the risk assessment provided for every classroom.

5.6.2 Adhere to the seating plan for their allocated classroom.

5.6.3 Follow the guidelines on moving around the Academy.

5.6.4 Follow the instructions of their teacher or member of support staff supervising them.

5.6.5 Should expect their parent or carer to be contacted and for them to be sent off site should they persistently refuse to adhere to or acknowledge the procedures put in place to protect them and the rest of our community.

5.6.6 Discuss the COVID19 Home School Agreement with their guardians and subsequently sign and agree to all aspects of the COVID19 Home School Agreement and adhere to the agreement at all times.

5.6.7 NOT break the social distancing guidelines on their journeys to and from the Academy. If they are seen to do so, they may have to quarantine for 14 days should any of those other people develop symptoms, jeopardising their health and their education.

5.6.8 NOT break social distancing procedures in the Academy grounds. If they are seen to do so, they will be escorted to our LRC inclusion area and sent home once parents have been contacted.

**Failure to comply with these social distancing measures will result in students face fixed term exclusions and possible permanent exclusion.**

### **5.7 Parents should:**

5.7.1 Support the safety of our community by collecting their child as soon as possible from the academy site if they are unable to comply with the procedures and guidelines set out in this policy and risk assessments.

5.7.2 Carry out risk assessments with staff when requested.

5.7.3 Ensure contact details are kept up to date.

5.7.4 Inform the Academy immediately regarding any development of symptoms within their household or anyone that they have been in contact with.

5.7.5 Ensure that members of the household are tested promptly if they develop symptoms.

5.7.6 Discuss the new routines that the Academy will be enforcing in the Academy with their child and support the Academy in implementing these.

5.7.7 Limit the number of people that their child comes into contact with outside of the Academy, within Government guidelines.

## **6. Classroom Management**

6.1 Students will be allocated a slot to arrive at school. They will line up outside maintaining social distancing at all times. They will use hand sanitizer on entering the school building and under supervision will follow the one way system to their bubble.

6.2 Students who are late will be held in a socially distanced area whilst the Pastoral Team register them and then escort them to their classroom.

6.3 When lining up to enter the classroom, the corridors have markers set out at 2 metre intervals to maintain social distancing for staff and Y11.

6.4 Classroom doors will remain open to avoid contact with door handles. When weather permits, windows will be opened in classrooms. Doors will be closed by a student in the bubble (who will use hand sanitiser immediately before and after touching the door) when showing videos to avoid disturbing other lessons.

6.5 All desks in Y11 classrooms are set 2 meters apart to maintain social distancing.

6.6 Students will be allocated a seat in the classroom and this will remain their seat for the duration of the school day. These seats will be numbered. They will have a pencil case on their desk with equipment which will only be used by them and remain in the room at the end of the day. Any educational equipment that they will need for the day will be on their desks before they arrive, or at the back of the classroom where they are in a bubble.

6.7 Movement of students will be managed by classroom staff if they need to leave the classroom e.g. for a toilet break or for first aid.

6.8 Cleaning methods have been revised in line with the latest government advice.

6.9 Pedal bins with lids have been provided in each classroom to support safe disposal of rubbish in each 'pod'.

6.10 The government advice will be reviewed regularly to ensure methods are up to date and accurate.

6.11 Hand sanitiser will be available for both staff and students. Sanitising stations will be available in every classroom and at entrances and exits to the building.

6.12 Staff and students are to cover their mouth and nose with a disposable tissue when they cough or sneeze and put the tissue in the bin.

6.13 Social distancing should be adhered to during a fire evacuation so far as is reasonably practicable. Please refer to the temporary policy in place for fire evacuations.

## 7

### **Moving Around the Academy**

7.1 The school day will be restructured to allow for staggered start time, staggered breaks/lunches and a staggered finish at the end of the day.

7.2 When lining up to enter the classroom, the corridors have markers set out at 2 metre intervals to maintain social distancing for staff and Y11 students.

7.3 Movement of students will be managed by classroom staff if they need to leave the classroom e.g. for a toilet break or for first aid.

7.4 Toilets will be allocated to bubbles.

7.5 Water fountains are not in use.

7.6 Hand dryers will be turned off to prevent the spread of airborne particles, hand towels will be provided as an alternative.

7.7 Cleaning methods have been revised in line with the latest government advice.

7.8 Social distancing should be adhered to during any fire evacuation so far as is reasonably practicable.

7.9 Staff and students are to cover their mouth and nose with a disposable tissue when they cough or sneeze and put the tissue in the bin.

7.10 Notices on hand wash techniques will be displayed in each toilet block with antibacterial soap provided.

7.11 The government advice will be reviewed regularly to ensure methods are up to date and accurate.

7.12 Bubbles will be kept in distinct areas of the Academy and contact between bubbles will be avoided wherever possible. To facilitate this, zones have been introduced around the Academy.

7.13 Only students from one bubble in bike shed at any one time – bikes can be closer than 2m but no bikes that belong to students from different year groups should touch each other. Site staff will supervise the drop off and collection of bicycles.

## **8 Social Time**

8.1 Bubbles will be allocated distinct areas for arrival, break, lunch and leaving site.

8.2 Students and staff will use hand sanitiser when leaving and returning to the building.

8.3 An adequate number of staff are on duty when pupils are using the outside areas.

8.4 Only one bubble at a time will use each outdoor facility during social distancing measures.

8.5 Lunch will be delivered to a drop off location for year 11 to minimise the movement around school during these breaks.

8.6 Staff and students are to cover their mouth and nose with a disposable tissue when they cough sneeze and put the tissue in the bin.

8.7 Social distancing should be adhered to during any evacuation so far as is reasonably practicable.

## **9 Meetings**

9.1 Wherever possible, meetings should be conducted over the phone or online for the duration of the pandemic.

9.2 Where face to face meetings are unavoidable (individually authorised by the Principal/CEO) and the safeguarding of students is dependent on this type of meeting, the conference room should be used, markers to the room should be followed at a 2 metre distance and the two parties at the meeting should sit at opposite ends of the conference table. If there are more attendees then special arrangements will need to be made in advance and a classroom will be used so that social distancing can be maintained.

9.3 Where these face to face meetings are unavoidable, the rear outside conference room door should be left open to facilitate less contact with school infrastructure.

## **10 Travel**

10.1 Staff should keep travel to a minimum other than delivery journeys for school e.g. work packs for students.

10.2 Car sharing is not permitted to or from the Academy, unless members of staff and students are from the same household.

10.3 Staff will be supported in minimising their use of public transport and staff rotas will be consulted and amended accordingly.

## **11 Visitors to the Site**

11.1 Visitors to the site should be kept to an absolute minimum, only those deemed essential by the Principal/CEO will take place.

11.2 Permitted reasons for visitors on site should be limited to essential maintenance work in line with legal requirement and any safeguarding concern where a face to face meeting is required, only when ratified by the CEO/Principal. Under no circumstances should a meeting take place with a visitor without consent from the CEO/Principal.

Acknowledgment of Receipt and Review I, \_\_\_\_\_ (employee or contractor name), acknowledge that on \_\_\_\_\_ (date), I received and read a copy of [EMPLOYER NAME]'s [NAME OF POLICY][, dated [EDITION DATE]] and understand that it is my responsibility to be familiar with and abide by its terms.[ I understand that the information in this policy is intended to help [EMPLOYER NAME]'s employees and contractors to work together effectively on assigned job responsibilities. This policy is not promissory and does not set terms or conditions of employment or create an employment contract.

\_\_\_\_\_ Signature

\_\_\_\_\_ Printed Name \_\_\_\_\_ Date

## Useful Websites

## Appendix 1

Carers UK [www.carersuk.org](http://www.carersuk.org)

The voice of carers

Department of Health [www.gov.uk/government/organisation/department-of-health](http://www.gov.uk/government/organisation/department-of-health)

Information on dealing with stress and mental health problems, including the use of Cognitive Behavioural Therapy (CBT)

The Equality and Human Rights Commission [www.equalityhumanrights.com](http://www.equalityhumanrights.com)

The commission is working to eliminate discrimination, reduce inequality, protect human rights and to build good relations, ensuring that everyone has a fair chance to participate in society.

Government Covid 19 webpage <https://www.gov.uk/coronavirus>

HSE <http://www.hse.gov.uk>

Local Government Employers [www.local.gov.uk](http://www.local.gov.uk)

Guidance for all councils on stress prevention and management

NASUWT [www.nasuwt.org.uk](http://www.nasuwt.org.uk)

Information on a whole range of issues related to stress and wellbeing

NHS 111 <http://www.nhs.uk/111>

National Health Service advice and guidance on health matters

Princess Royal Trust for Carers <http://www.carers.org>

Here to improve carers' lives by fighting for equality and recognition for carers.

Relate <http://www.relate.org.uk>

UK's largest provider of relationship counselling and sex therapy.

Samaritans <http://www.samaritans.org>

Offers confidential, non-judgemental support to individuals.

Teacher Support Network

<http://teachersupport.info>

Work Life Balance Centre <http://www.worklifebalancecentre.org>

Exists to help people restore control over their workload and working lives we enable them to cut down overworking and so make new decisions about how they spend their time.

World Health Organisation

[http://www.who.int/occupational\\_health/publications/en/oehestress.pdf](http://www.who.int/occupational_health/publications/en/oehestress.pdf) Publication on work organisation and stress