Our Ref: UKSBS-FOI25-26-014

12 June 2025

Thank you for your letter of 21 May in which you requested the following information under the Freedom of Information Act:

Dear FOI Officer,

I am making a request under the Freedom of Information Act 2000.

Background:
Under UK law, employers are required to protect employees from work-related stress. The Health and Safety at Work Act 1974 places a duty of care on employers to ensure, so far as is reasonably practicable, the health, safety and welfare of their employees. The Management of Health and Safety at Work Regulations 1999 further requires all employers to carry out a “suitable and sufficient assessment” of risks to health and safety at work, including the risk of stress. Employers must identify risks, take steps to prevent or reduce work-related stress, and conduct individual risk assessments when an employee reports experiencing work-related stress.

Request:
For the financial year 1 April 2024 to 31 March 2025, please provide:

1. The monthly number of workplace stress incidents (including formally reported cases of work-related stress, burnout, or similar menta health issues) recorded by the organisation.

2. The monthly number of formal Health and Safety Executive (HSE) stress risk assessments undertaken by the organisation during this period.

If possible, please provide this data in a table, and include any explanatory notes or definitions used for these categories.

Your request is being handled under the terms of the Freedom of Information Act 2000.

Under the Freedom of Information Act 2000 ('the Act'), you have the right to:

- Know whether we hold the information you require, other than where there is a ‘Neither Confirm Nor Deny’ exemption.
- Be provided with that information (subject to any exemptions under the Act which may apply).

I can confirm that UKSBS holds the information you have requested. Please find our responses below:

Month & Year	Number of workplace stress cases per month recorded	Number of stress assessments per month undertaken
April 2024	1	
May 2024		
June 2024		
July 2024		

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Company Number 6330639. Registered Office Polaris House, North Star Avenue, Swindon, Wiltshire SN2 1FF

August 2024		
September 2024	1	
October 2024		1
November 2024	1	
December 2024		
January 2025	1	
February 2025	1	
March 2025		1

The cases are recorded when a line manager raises a concern which are then recorded on a tracker as either personal or work related. The above table only applies to work related reported cases.

If you are dissatisfied with the above response you have a right to request a review of your Freedom of Information request. Details of the complaints and review procedure are appended to this letter.

Yours sincerely

UKSBS Freedom of Information Team

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