To: [redacted]

Via e-mail: [redacted]

5th November 2026

Dear [redacted]

Freedom of Information Request WorkPro Reference No: 202602380

Thank you for your request for the following information:

Scottish Hazards is an occupational health and safety charity SC044785.

I am making this request under the FOIA 2000 on their behalf.

The number of enforcement notices by the HSE for failing to manage the risks of work-related stress since the introduction of the HSE's Stress Management Standards.

The number of employers prosecuted by the HSE/COPFS for failing to manage the risks of work-related stress since the introduction of the HSE's Stress Management Standards.

The number of proactive inspections targeted at reducing work related stress have been carried out in each of the last five years.

Your request was received on 12th August 2026 and I am dealing with it under the terms of the Freedom of Information Act 2000 (the Act).

Response:

HSE does not hold the above information in the required format. Data on our operational information system (COIN) is not held in a format which enables easy location of records related to Work Related Stress (WRS) as: -

- There is no legislation that specifically relates to WRS to enable easy extraction of enforcement action, i.e. Notices and Prosecutions.
- Investigations and Concerns are not categorised and recorded in enough detail to identify WRS*
- Inspections – WRS is not identified as a separate rating topic on inspection records*

*Investigation, Inspection and Concern records are subject to our data deletion policies, whereby the majority of information we collect is deleted after a period of 7 years.

Given the information that I have mentioned, data concerning WRS can only be identified by searching any one of a number of text fields. This presents the following issues and limitations:

- **Incomplete or inconsistent results:** Unstructured data often relies on free-text entries, so relevant information may be missed if different terminology, abbreviations, spelling mistakes, or alternative phrases are used instead of the specified keywords.

- **High risk of false positives:** Keyword searches can return records where the search term appears without being relevant to the request, requiring significant manual review to determine whether the information is actually in scope.

- **No guarantee of completeness:** Because there is no structured field to categorise the information being requested, it is not possible to provide assurance that a keyword search has identified every relevant record.

- **Time and resource intensive:** Searching unstructured data, reviewing results, and validating relevance can require substantial manual effort, making responses more time-consuming and increasing the cost of handling the request.

- **Risk of inconsistent disclosure:** Different search terms, search methods, or interpretations may produce different results, creating a risk that similar FoI requests could receive different responses and making it difficult to demonstrate consistent and repeatable search methodology.

If you have any queries, please contact InformationRequest@hse.gov.uk quoting FOI reference number 202602380 in any future communications.

If you are unhappy with the decisions made by HSE you may ask for an internal review within two calendar months of the date of this letter by writing to InformationRequest@hse.gov.uk.

If you are not content with the outcome of the internal review you have the right to apply directly to the Information Commissioner for a decision. The Information Commissioner can be contacted via their website – https://ico.org.uk/make-a-complaint/foi-and-eir-complaints/foi-and-eir-complaints/ or via the following postal address:

The Information Commissioner's Office
Wycliffe House
Water Lane
Wilmslow
Cheshire
SK9 5AF

Yours sincerely,

[redacted]
[redacted] Health & Safety Executive / Central Disclosure Unit / Redgrave Court, Merton Road, Bootle, L20 7HS | ✉: InformationRequest@hse.gov.uk